THE OSHA WORKER

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Since 1943... The newsletter of Canadian Autoworkers Local 222

PRESIDENT'S REPORT

Free Trade Costs Too Much

The April 2001 Summit of the Americas in Quebec City put the Free Trade Area of the Americas (FTAA) on the map for many Canadians.

Governments are negotiating yet another free trade deal that will extend the trade and investment rules of NAFTA across the Americas, despite the demonstrated costs, including widening economic disparities and environmental degradation.

This new deal threatens the right to health, an internationally-recognized human right that includes the right to affordable medical care and the right to a healthy environment. In Canada, the FTAA could jeopardize universal Medicare. Also threatened are the laws and regulations that protect public health through a clean and healthy environment.

I am proud to join with the Canadian Labour Congress as we join the international call to stop the FTAA. We urge the Canadian government to stop negotiations on the FTAA, and all trade agreements, that put profits before public well-being, and remove Chapter 11 from NAFTA, which allows investors to sue governments for public policies that curb profits, even those that protect public health or the environment. We must insist the Canadian government look at the economic stability, the grotesque rich/poor disparities and the social and environmental damage caused by economic and trade liberalization.

MIKE SHIELDS
LOCAL 222
PRESIDENT

see **FREE –** *page 2*

Lear Mural Celebrates Automotive History

CAW Local 222's resident automotive artist, Tony Johnson of Lear Corp., created this ambitious 10 ft. by 21 ft. rendering of local automotive manufacturing up to the introduction of the 2004 Grand Prix that's now proudly displayed at the plant in Whitby.

CAW TCA LOCAL 222

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Free Trade Costs Too Much – *continued from page 1*

We must also call on our government to listen to Canadians who demand that universal Medicare and environmental protections be preserved and to citizens throughout the Americas who reject the FTAA and demand respect for human rights and national sovereignty.

This type of involvement and caring is what makes the CAW a different kind of union.

Oshawa Transit

I am currently involved in negotiations with Oshawa Transit. I am always optimistic going into bargaining, but with the number of take-aways management has on the table, you have to question their desire to reach a settlement without a strike.

There has always been a strong CAW membership at Oshawa Transit, I am therefore calling on the entire membership to join us on the picket lines, if required.

Dennis McDermott

The recent death of Canadian labour leader Dennis McDermott marks the passing of a person who fought for the betterment of working men and women. He was a man who conducted that lifelong campaign with healthy doses of strong opinion, courage and vision.

Dennis McDermott
November 3, 1922 – February 13, 2003

Dennis rose through the ranks from the plant floor at Massey-Harris to become Canadian director of the United Auto Workers union and then president of the Canadian Labour Congress.

He later became Canada's ambassador to Ireland. But it was a mark of his commitment to his roots that long after he officially retired he remained interested in the issues and outspoken on them through letters to the editor and speeches in defense of the labour movement and especially his union.

Dennis McDermott raised the profile of the Canadian labour movement to new heights. He was a tough and effective negotiator at the bargaining table, but he also took on the key social and political issues of the day such as the fight against high interest rates and the ongoing struggle for human rights or protection of Medicare.

Dennis was an outgoing, personable individual who will be missed.

GM SHOP COMMITTEE CHAIRPERSON'S REPORT

Retirements, Grand Prix Bring Changes To Plant

TOM HOAR
GM SHOP COMMITTEE CHAIRPERSON

The current plant population is as follows: unskilled stands at 9,157, and skilled trades at 1,902 for a total of 11,059. The forecast for the new Grand Prix is looking very good, if they meet the sales projections, and this could well mean a lot of scheduled Saturdays in the near future. As well the Truck Plant has every other weekend scheduled for Shifts #1 and #2, and the third shift for the other weekends in the month. The field stock is going up, like the gas prices and if the U.S. goes to war with Iraq, of course all of this could change quickly.

For the month of March 2003 we have a lot of people retiring, bringing more preferential employees into our plants. In fact we may even be in a new hiring mode again, depending on how many they replace.

We have had meetings over the cancellation of the computer courses, where we have many who have completed the actual course but were held up waiting for the GM Canada Benefit Centre (Hewitt) to process the approval slips needed before our members would be allowed to get the computer. The Company have asked for all dates they attended classes and the Education Chairperson has compiled a very detailed list of everyone. At the time of writing we are waiting for another meeting with management to see if we can resolve this issue.

I am told that the new contract books will be back from the printers around the end of February, and they will be handed out soon after that.

Till next time...

CAW TCA LOCAL 222

is an amalgamated Local made up of the following units:

General Motors
ACSYS Technologies
TDS Automotive
Lear Corporation
A.G. Simpson
PPG
Woodbridge Foam
Columbus McKinnon
Oshawa Transit
St. Marys Cement
Center Manufacturing
AVPEX International
Whitby Transit
Cliff Mills Motors
Kerr Industries
U.S. Filter
Johnson Controls Inc.

CAW LOCAL 222 EXECUTIVE BOARD

President Mike Shields
Financial Secretary Terry Spence
Recording Secretary Garry Murphy
First Vice President Wayne Murphy
Second Vice President Jim Hoy
Sergeant-At-Arms Al O'Neill
Trustees Charlie Peel, Paul Goggan, Chris Buckley
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Board Member At Large (Balance of Local) Tim Thompson
Female Board Member At Large Diane Cunningham
Retirees' Representative John Sinclair

Editor Joe Sarnovsky
Editorial Board ● Mike Shields ● Terry Spence ● Garry Murphy ●

To the readers: The views and opinions expressed by various writers are their own and not necessarily those of the Editor nor of the Administration of Local 222. Unsigned material will not be printed. Please sign your Letters To The Editor and include your printed name, address and phone number. **The Oshaworker** reserves the right to edit material submitted.

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905-723-1187 1-800-465-5458 — Fax 905-436-9515.
Local 222's e-mail address is: local222@idirect.com
Local 222's web site is at: www.cawlocal222.com

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Work Commitments Continue At ACSYS

WAYNE
MURPHY
ACSYS
PLANT CHAIRPERSON &
FIRST VICE-PRESIDENT

As time marches on into the New Year, work commitments continue to be secured. Probably the biggest commitment is the Impala fascia program, which is far down the road (2006-2009) and compares to a number of existing programs. Sub assembly and sequencing continues to be manned up for GMX 367 (Grand Prix) as well as the 210 and 230 programs, Impala and Monte Carlo, for both sub assembly and sequencing for March 17; there's the new splash program for Nissan as well as the new transmission pan which will see requirements of 2.15 million a year.

This along with the welding assemblies in the stamping plant are all welcome news. The list will also continue to grow, keeping our plant in a very good position. Not bad for an operation that just a little over two years ago was destined to close.

Lift Truck Review

Recently Health and Safety representatives Jim Mitchell and Steve Chinn asked Rick Adkins and myself to attend a review with natural gas conversion representatives for the tired old existing lift truck fleet. Although they have had previous discussions on this issue, this was the first for Rick and myself.

We all recognize the lift trucks in our plant are old and maintained to the best possible standard by our skilled lift truck repair group, and the circumstances they are working under.

First and foremost, with any decision to change to new lift trucks, the number one concern is the safety of the truck itself and any emissions that can come from natural gas. In their presentations, they clearly identified the enormous difference with any safety concerns in this regard compared to propane lift trucks. The problem is our plant does not have propane lift trucks. The plant runs on electric battery-powered equipment, so the question becomes what is that comparison, which almost speaks for itself. They intend to have, on a trial basis, a propane truck with an emission monitoring device.

But just as important, we have a lift truck repair group as well as battery change attendants who fit into any equation that determined what concerns us. There have been no decisions made at this point, and you can rest assured that we will be loud and clear to point out and have the above concerns identified before there are any agreements on our part.

The lift truck drivers are definitely looking for better and newer equipment that they use on a daily basis to perform their job responsibilities, but the outcome has to be and meet all concerns. We will keep you posted on this issue.

The Sam Gindin Library

We have to commend Joe Sarnovsky, our ***Oshaworker*** editor, on his efforts to stock this information centre for all Local 222 members. Joe has gathered a large quantity of information from the past and present showing the history of the Local as well as updated info. You need to take the time to stop in and see for yourself. Joe also welcomes any information from years gone by that you may have tucked at home somewhere such as old ***Oshaworkers*** as well as any collective agreements, pictures, etc. He has shared some archival pieces in recent editions of the ***Oshaworker***. Keep up the good work Joe.

Next ACSYS Unit Meeting

Our next ACSYS unit meeting will be Monday, March 17 at 4:30 p.m. at our own Local Union Hall, 1425 Phillip Murray Ave. Please plan to attend. As always, with any issues or concerns don't hesitate to call, 905-433-3343 or pager 905-439-3343.

CAW Donation Helps Bring Windfall To WindReach

CAW Local 222's Social Justice Fund has the ability to make people smile and create even greater opportunities. A recent donation for $5,000 to WindReach Farm brought together (from left) Financial Secretary Terry Spence, WindReach Executive Director Penny Smith, Manager of Corporate Development Doreen Cunneen and Local 222 President Mike Shields. WindReach is a working farm near Ashburn where people with disabilities can experience farming and nature. The Local's donation was used by WindReach to offset costs related to its participation in the Royal Winter Agricultural Fair. A visitor to its booth has a son with cerebral palsy; the gentleman visited the Farm and a few days later, presented WindReach with a donation of $100,000! WindReach Farm thanks the members of Local 222 for providing such valuable support.

Anticipating A New Car Plant Manager

JIM
HOY
CAR PLANT
AREA CHAIRPERSON &
SECOND VICE-PRESIDENT

I would like to start by thanking those of you who called me over the last month in support of my article in the February issue of the ***Oshaworker***. Obviously there have been some serious problems with the way in which our members have been treated when they have had compensable or non-work related injuries.

Dan Hermer has replaced the Human Resources Manager with a new person, so hopefully there will be some improvements in this area.

I have also had some calls over the past couple of months from our brothers and sisters who have joined us from St. Catharines. I have a great deal of respect for the workers who have moved to Oshawa from Scarborough, Ste. Thérèse, and St. Catharines.

We have been fortunate in Oshawa that we have not had to experience in many years the turmoil and insecurity caused by loss of shifts, product or even a plant closure. To experience a major life change such as having to move to a new city, province or plant must be very traumatic for these workers and their families. Although I am sure that you are finding the culture of the Oshawa Car Plant to be quite different from your home plants, no matter where you came from you are entitled to the same treatment and benefits under the collective agreements as any other brother or sister in Oshawa. If you do not feel that this is happening, please contact your committeeperson, then your district committeeperson, and if need be, call me.

In February, the corporation announced the departure of yet another plant manager for the Oshawa Car Plant. Simon Boag will be moving to Argentina after the launch of the Grand Prix. As of the time of writing this article, no replacement has been named for Simon yet. At a meeting with the manufacturing manager (our plant manager's boss), he promised that whoever is chosen as the new plant manager will have a mandate to work with the Union to continue to try to improve the communication and working conditions for our workers.

I have written in previous articles about the communications meetings that I hold with all elected Union representatives in the Car Plant. When I became Car Plant Chairperson, I started holding these meetings every two weeks before the shift change. They are now being held on a weekly basis to further improve communication and discussion between all reps in the plant.

I am considering changing the date of the meetings from Friday to Thursday, as the committeepeople usually find that they are busier on Fridays answering calls. These meetings are an excellent opportunity for your committeepeople to stay informed of what is happening at a plant level, and to bring any major concerns forward for discussion and support from all other areas.

Almost all of the committeepeople in the plant are attending these meetings regularly. If you have an issue that you think should be brought to this meeting, let your committeeperson know.

Also, if you want to know what is going on in the plant, your committeeperson should be able to fill you in on the issues being discussed at this weekly meeting.

On a sadder note, I would like to pass on my condolences to the family and friends of brother John Gudgeon who passed away suddenly last month. John was well-known and respected by his coworkers in Hardware. His death is a loss for us all.

Oshaworker Draw Winner

Oshaworker ***draw winner Bernie Debosky models his prize, presented by Charlie Peel and Local 222 President Mike Shields. Other*** **Oshaworker** ***draw winners of T-shirts are Dale Baker, John Malarz, Jim Dunlop, Daniel Dubé and William Odynski.***

ALL-TAX SERVICES
AS
INCOME TAX

All-Tax Services is pleased to announce that we have again been chosen to provide Income Tax Services to all Local 222 Members, active and retired, at the Union Hall.

We will be open weekdays 9:00 a.m. to 5:00 p.m.
We also offer services at our office at 5 Bond Street West, Phone 905-723-3113.

CAW Local 222 Financial Report Covering The Month Of January, 2003

Total Receipts	$ 910,588.80
Total Expense	814,346.46
Surplus (Deficit)	$ 96,242.34

CAW Local 222 Balance Sheet As At January 31, 2003

ASSETS		
CURRENT ASSETS		
Cash		340,253.86
Bank	392,675.80	
Total Bank		392,675.80
Deposit — AWCU		37,640.17
Due from Dental Centre		91,144.25
Mortgage Receivable		–8,225.86
Dominion of Canada Bonds		12,000.00
Short Term Investments		772,185.48
TOTAL CURRENT ASSETS		1,637,673.70
Fixed Assets		
Land		615,195.00
Buildings		2,829,533.00
Equipment		92,627.61
Total: Fixed Assets		3,537,355.61
TOTAL ASSETS		5,175,029.31
LIABILITIES		
CURRENT LIABILITIES		
Accrued Liabilities		2,378,163.42
UI Payable	847.45	
UI Payable — Lost Time	616.45	
CPP Payable	1,531.26	
CPP Payable — Lost Time	834.64	
Income Tax Payable	5,021.46	
Income Tax Payable — Lost Time	2,833.36	
Receiver General Payable		11,684.62
EHT Payable		42,854.44
Union Dues Payable		1,920.80
AWCU		3,117.84
Charitable Deductions		1,912.79
WCB Payable		26,398.22
Due Re:Duplate Council Fund		500.00
Retired Members Fund		30,316.68
TOTAL CURRENT LIABILITIES		2,496,868.81
TOTAL LIABILITIES		2,496,868.81
EQUITY		
NET ASSETS		
Net Assets		2,581,918.16
Surplus		96,242.34
TOTAL NET ASSETS		2,678,160.50
TOTAL EQUITY		2,678,160.50
LIABILITIES AND EQUITY		5,175,029.31

CAW TCA
LOCAL 222

CAW Local 222: Income Statement January 1-31, 2003

REVENUE		
INCOME		
Membership Dues		889,361.20
Initiations		300.00
S.U.B. Receipts		2,694.56
Greenshield Recoveries		1,814.21
Hall Maintenance		2,533.25
Staff Wage Recoveries		1,649.40
Miscellaneous Collections		331.00
Oshaworker		3,506.25
Rent		7,234.10
Soft Drinks and Vending		149.00
Telephone Income		1,015.83
TOTAL REVENUE		910,588.80
TOTAL REVENUE		910,588.80
EXPENSE		
OFFICE AND BUILDING		
Employee Salaries		91,025.22
UI Expense	3,095.46	
CPP Expense	4,569.58	
WCB Expense	775.26	
EHT Expense	2,500.27	
Other Benefits	24,997.27	
Employee Benefits and Insurance		35,937.84
Hall Expenses		231.93
Insurance		8,355.30
Miscellaneous purchases_		3,874.80
Building Maintenance		7,572.37
Telephone		8,191.93
Office Supplies and General Expense		4,088.31
Officers Expense		1,986.13
Professional		12,453.03
Total Office and Building		173,716.86
ORGANIZATIONAL		
Per Capita — A.G. Simpson Council	127.20	
Per Capita — Durham Labour Council	2,684.70	
Per Capita — CAW Assessment	508,546.33	
Per Capita — CAW Council	8,920.57	
Total Per Capita		520,278.80
Lost Time: Wages and Benefits		37,194.22
Lost Time Expenses M&E&H	–7,426.17	
Lost Time Expenses — Hotels	1,466.62	
Lost Time Expenses		–5,959.55
Misc. Election Costs		1,306.55
Investors Grp Trust — Staff Pensions		42,772.72
Oshaworker — Printing	23,570.48	
Oshaworker — Postage	9,669.59	
Total Oshaworker		33,240.07
Publicity		208.65
Recreation		6,788.14
Welfare and donations		4,800.00
Total Organizational		640,629.60
TOTAL EXPENSE		814,346.46
NET INCOME		96,242.34

CAW Port Elgin Education Centre

Participation Status Report

GARRY
MURPHY
RECORDING SECRETARY, EXECUTIVE BOARD & SERVICE REPRESENTATIVE

At the time of writing this article, most classes are full for the Spring 2003 seminars at the Port Elgin Family Education Centre.

There are a few vacancies for the advanced WSIB courses, i.e. level three, return to work and medical orientation.

There is a reason why these courses remain vacant longer than the others. Our members need to be aware that I cannot send them to these classes unless they take the prerequisite level WCB I, then II, III and so on, in that order (Port Elgin still calls the courses by the old Board name).

The WSIB format is not one where you can simply select a course of your choice. You have to work though the levels.

Therefore, I urge Level I & II past students to continue through the WSIB levels to its completion, or at least for as long as desired.

There are about 27 classes held in the spring and fall. Some of those classes are held more than once so there are actually only about nine different class choices: Grievance Handling; Collective Bargaining; Environment; WCB (different levels); Autopel; Building Activism; Human Rights; Health & Safety; and Global Solidarity. There is also the new Women's Activist and its advanced level, Women Leadership in Action.

Once you've taken a course you cannot take it again.

Autopel is a class reserved for local leadership. It's an advanced Union leadership program for elected brothers and sisters. Our Local has participated enthusiastically in the past so until a recent change in the curriculum, we had not been sending our allotted numbers.

Now that the curriculum for the Autopel course has been changed, all of our elected leadership need to know they can take this class again.

Other courses that are not part of our Paid Education Leave funding program are Toxic Substances in the Workplace and Ergonomics. These two courses, although negotiated through another fund, are also available to our members working at General Motors and ACSYS Technologies only.

Applications must be completed in full. If you don't fill out the entire application form, you are at risk of not being selected. Far too many members are leaving the wage verification section blank. I don't understand that at all.

Local 222 sends about four to six of our members to every course. This represents 20-25 percent of each class. Considering we are the largest local in Canada, 25 percent is a fair representation from Local 222 at the Centre.

Once you are selected as a successful applicant, the next problem occurs when trying to get a union leave from the plant to attend the education seminars.

Employers are obligated to grant an education Union leave, however, an exceptional circumstance would be when there is a shortage of manpower in the plant.

Occasionally leaves are denied, especially when there are too many requests for leaves from one area.

Regardless of the many steps that need to be taken, we are successful at sending several hundred of our brothers and sisters to union education courses every year.

At a recent meeting with Local 222's president, Mike Shields, he said that education and union awareness are vital aspects of Local 222's core, and that he encourages fresh and innovative membership input to achieve this. It's our responsibility to ensure our members are aware of the negotiated benefit that's available to them and make sure they are also given every opportunity to enjoy the Port Elgin Education Centre.

Celebrating International Women's Day

DIANE
CUNNINGHAM
FEMALE EXECUTIVE BOARD MEMBER & EMPLOYMENT EQUITY/ WOMEN'S ADVOCATE

International Women's Day is celebrated annually by women's groups all around the world on March 8th. Women, on all continents, reflect on the progress made by ordinary women to end more than nine decades of suffering for women.

In the years before 1910, women in developing countries were entering paid work in great numbers. Their jobs were sex segregated, mainly in textiles, manufacturing, and domestic services where conditions were wretched and the wages worse than depressed. This was a time when trade unions were developing and many industrial disputes had broken out. In Europe, Britain, America and Australia, women from all social backgrounds began to campaign for the right to vote.

In 1903, female trade unionists and professional women in the United States set up the Women's Trade Union League to help organize working women. These women were in dangerous working conditions, living in poverty and often in abusive relationships.

History tells us that in 1909, the Socialist Party of America declared February 28 as National Women's Day in the United States. Also in that year, 20-30,000 women garment workers went on strike for better pay and working conditions. This strike lasted 13 cold, winter weeks. The Women's Trade Union League provided bail money for the arrested strikers. They also raised strike funds for the workers.

Delegates meeting in Copenhagen for the second International Conference of Socialist Women in 1910 proposed that Women's Day become an international event. The idea of international solidarity between the exploited workers had long been established as a socialist principle. The conference of over 100 women from 17 countries, representing unions, socialist parties, and working women's groups greeted the proposal with unanimous approval.

In 1911 International Women's Day was marked for the first time in Austria, Germany and Switzerland on March 19, where more than one million men and women attended rallies. In addition to the right to vote and hold public office, women were demanding the right to work, to vocational training and to end discrimination on the job.

Less than a week later, in New York City, on March 25, 140 working women lost their lives in the tragic Triangle Fire. Thousands of garment workers took to the streets in protest of hazardous working conditions and to demand a living wage.

Women have observed International Women's Day ever since.

For women everywhere, this day is a time to reflect on progress made, to call for change and to celebrate acts of courage and determination by women who have played an extraordinary role in the history of women's rights.

Union Rep Appreciation

To the Editor:

There is always someone quick to complain or judge our elected reps, so this is a letter of thanks to those involved.

I put my job in a standards dispute in July of 2002, the first day back from shutdown. Without going into boring detail, Dave Espie was called in (Standards Rep), and did his investigation over the next couple of days. He confirmed my suspicions that GM had me working over 60 seconds a minute. On paper it was 42 seconds. It must be the new math!

I would like to thank Dave Espie and the Health and Safety Reps for their tireless work in convincing GM their numbers just did not add up.

Thanks,

P. (Greg) Mckenny

Truck Plant Body

JOE SARNOVSKY
OSHAWORKER EDITOR

MORE LETTERS TO THE EDITOR ON PAGE 8

Gratitude From Fundraising Beneficiary

To Whom It May Concern:

I am not sure whom to address this letter to, so I can only hope that my message is read by the appropriate persons. I am writing about the Christmas gifts that my children and I received through the CAS office. There are *no* words to express my feelings right now. I am so totally overwhelmed by the generosity of your "givers," that I am completely speechless; and believe me, for me to be speechless... is a real accomplishment!

When I was contacted by the CAS worker to pick up the Christmas gifts there for my children, I have to admit, I expected maybe three or four gifts for each of them. You can only imagine my amazement when I was directed to three large boxes full of gifts! And that amazement turned to shock when I realized that not only were there more than enough gifts there for *both* my children's entire Christmas, but several gifts there for *me* as well!!! Opening the gifts on Christmas morning was such a delight for all of us, since *none* of us had any idea what they were! On any normal Christmas, I, of course, would have known what each gift was beforehand and would have had almost nothing for myself.

I want to thank everyone who had a hand in this tremendous undertaking, as my family was only one of many, many families whose Christmas was made special by your generosity. You cannot know what an impact you have made on me. You have restored my faith in the human race! We had a *wonderful* Christmas this year, thanks to you guys! We even had a *great* Christmas dinner, made possible by the food gift certificates left in the bottom of one of the boxes. The children, of course, had *no* idea how worried and frustrated I was becoming as Christmas was drawing nearer and nearer. I had *no* idea how I would be able to afford the things I still needed to make this Christmas special for them.

We all know, of course, that the true spirit of Christmas is *not* what's under the tree or on the table, but what is in your hearts and who you share that with, but, children do *not* understand this. You have proved that in your generosity. The amount of love that it took for people to go out and buy for "strangers," so that they may have a merry Christmas, is truly what Christmas is all about. May God bless each of you. May all your Christmas's be special. May all your dreams be fulfilled with each new year, and may you all live long, rich, full lives each and every day. You made two young children's Christmas wishes come true, brought smiles to both their faces and restored my faith in God and miracles.

Sincerely yours,

The C Family

(Editor's Note: The funds given to the CAS were from the big screen TV raffle held in December in memory of Christine Thompson).

End Of Two-Tone Trucks A Travesty

To the Editor:

The auto industry is heading for increasing rationalization, which means all of the so-called "fat" — the non-essentials — are trimmed from the business. For example, General Motors now claims its only business is that of automobile assembly, so auto parts are no longer manufactured at GM, but at suppliers' factories instead.

This type of rationalization has a dramatic effect on the choices of available cars and trucks in the marketplace. I remember once upon a time when two-tone cars were an option that allowed some consumers an outlet for their individual expression.

But no more.

Today we've almost turned the clock back to the days when you could purchase any colour of car, just as long as was black. A glance at any parking lot tells the story: our cars look as drab as the gray Maoist uniforms that were once common in China.

It's only getting worse: GM trucks, the last frontier of two-tone automobiles in their lineup, are about to see the same fate as GM cars. The demise of the two-tone truck is almost at hand.

I think this problem reflects a decrease in the freedom of choice open to consumers, which is ironic because new technology can actually bring us more, not less, choice.

While this isn't a huge problem to most of us, I think it's a sign large corporations are slowly stripping away our individuality. And I think that's tantamount to a breakdown in democracy.

William Spencer

Truck Plant

MARCH 2, 2003
marks the
66TH ANNIVERSARY OF CAW LOCAL 222
(CHARTERED MARCH 2, 1937)

If you have any historical UAW documents, etc., and are willing to donate them to the Sam Gindin Library at the Union Hall please phone Joe Sarnovsky at 905-723-1187

The Niagara War Zone

To the Editor:

On Saturday, February 1st over 100 workers and supporters rallied at Tim Hudak's constituency office to highlight the plight of workers at Ronal (CAW Local 199), Fleet Industries (IAM Local 4171), Niagara Motors (CAW Local 199) and last but not least Washington Mills (USWA 4151). Workers at Washington Mills have been on the picket line since September 2001 fighting the elimination of basic seniority rights, worker representation and monetary concessions.

Each of these critically important struggles are a result of the Ontario government's weakening of labour laws. In each case these strikes have been marred by bad faith bargaining, completely unacceptable demands for contract concessions and the repeated threats of and actual use of scab labour.

Speakers Julius Antal President of IAM Local 4171, Ron McIntosh President of CAW Local 199, Peter Kormos MPP, Bruce Allen First Vice-President of the St. Catharines & District Labour Council, Peggy Nash Assistant to CAW National President and Dan Petrie President of USWA Local 4151 spoke out, in no uncertain terms, highlighting the debilitating effects these strikes are having on workers.

Julius Antal laid out a picture of an employer who not only is demanding elimination of seniority rights, worker representation but also asking workers for monetary concessions such as a freeze in their COLA which has been the only increase since 1986. Recently Fleet Industries has also attempted to bring scab labour across the picket line.

Ron McIntosh's members at Niagara Motors are up against an employer who is blatantly ignoring the most basic rights of workers to organize.

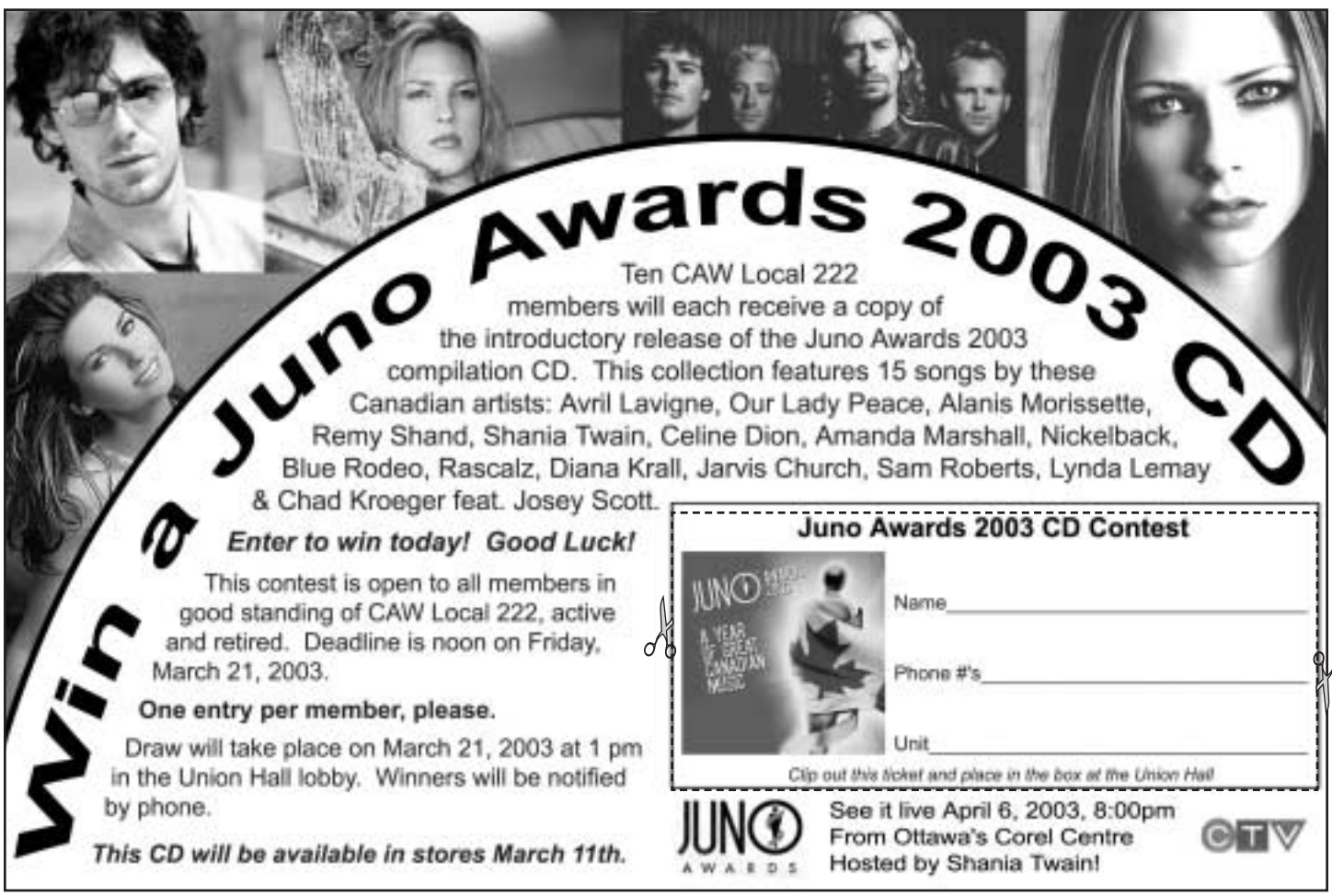
His words were echoed by Peggy Nash Assistant to the CAW National President noting an open season on working people. Workers at Ronal, where scabs and management continue production, are looking for equalization and respect in the workplace and the abandonment of employer demands for massive contract concessions.

Dan Petrie spoke of the long outstanding issues of wages and pension at Washington Mills while management insists on being able to continue to do bargaining unit work.

Bruce Allen summed it all up by reiterating that militant solidarity is critically important in order to drive a blatantly anti-worker government from power and force these bosses back to the negotiating table.

Mr. Allen, who referred to Niagara as a war zone, insisted we can and must fight to win. "We can and must win tough anti-scab legislation that will force the bosses at Ronal, Fleet Industries, Niagara Motors and Washington Mills to negotiate collective agreements fully satisfying the needs of our members and respecting their dignity as workers."

Diane Albrecht
Johnson Controls Unit
Local 222


Win a Juno Awards 2003 CD
Ten CAW Local 222 members will each receive a copy of the introductory release of the Juno Awards 2003 compilation CD. This collection features 15 songs by these Canadian artists: Avril Lavigne, Our Lady Peace, Alanis Morissette, Remy Shand, Shania Twain, Celine Dion, Amanda Marshall, Nickelback, Blue Rodeo, Rascalz, Diana Krall, Jarvis Church, Sam Roberts, Lynda Lemay & Chad Kroeger feat. Josey Scott.
Enter to win today! Good Luck!
This contest is open to all members in good standing of CAW Local 222, active and retired. Deadline is noon on Friday, March 21, 2003.
One entry per member, please.
Draw will take place on March 21, 2003 at 1 pm in the Union Hall lobby. Winners will be notified by phone.
This CD will be available in stores March 11th.
Juno Awards 2003 CD Contest
Name
Phone #'s
Unit
Clip out this ticket and place in the box at the Union Hall
JUNO AWARDS
See it live April 6, 2003, 8:00pm
From Ottawa's Corel Centre
Hosted by Shania Twain!
CTV

Retirees Korner

JOHN **REDKO**
RETIREES' CHAPTER PRESIDENT

BILL **STACEY**
RECREATION

GORD "CHIEF" **LINDSAY**
RETIREES' CHAPTER PUBLICITY CHAIRPERSON

Notes By The President

Our Medication Awareness Program took place February 10. Between phone calls and word of mouth and with the help of Brother Dean Lindsay we rounded up about 20 people. Brother Lindsay guided us through our first program, went well. Roughly 9:00 a.m. to 2:30 p.m. with a lunch break in between, good discussion. Our next endeavour was February 24 and this month it's on March 24. Call the Union Hall at 905-723-1187 and leave a message and phone number or contact us in person. Hopefully we'll have several classes before the warm weather sets in.

Brothers Art Field, Bart MacNeil and myself attended the NDP Leadership convention. The new system of balloting went well, surprise! Small glitch, well attended.

From Gord "Chief" Lindsay

I don't know if it's me or just the way things happen, I'm either writing about things that have already passed or happenings that are coming up and by the time you read about them they have already passed. Example our second retirees dance was February 21, so by the time you read about it, it will be history. So believe me when I write great attendance, everyone cut a mean rug and the dance was a success.

We've had a couple of euchre sessions, great turnout, well attended by our local wheelers & dealers. Pool tournaments were well attended and all the local sharks had a good time. I talked with Brother Revoy and he explained some of the interesting facts about billiards. He told me and did you know that "Acoustic" is the thing that you shoot pool with, very knowledgeable that Brother Revoy, thank you.

Correction & Apology

The *Oshaworker* apologizes for the incorrect listing of Roland "Dave" Ward in the We Shall Remember column in the February 2003 *Oshaworker* as a GM retiree. In fact, Brother Ward was an active member of the Lear Corporation unit. We deeply regret this error and offer our heartfelt apologies to the Ward family and his co-workers at Lear.

Free Tai-Chi Classes Start

Sister Bev McCloskey is still working the Tai-chi program loosened up and stretching. Brother Art Field told me sister Bev is very high on this sport and he said she got really interested when she went on a tour of China. She also stated good thing she didn't go to Maui or we would have all been doing the "hula" — "silly old Art." Update: Tai-Chi classes commence on Tuesday, March 11 at 10:00 a.m.. All spouses are welcome, no charge, sponsored by the CAW Retirees fund.

On Monday, February 10 a group of the retirees attended a "Medication Awareness Program." There were about 20 of us and we were guided through this session by brother Dean Lindsay. He explained to us about eating habits, the need to exercise, how to prepare ourselves for a visit to our doctor — for example, have a prepared list of questions to ask and also ask about medications being given us. In later sessions we will have guest speakers "nutrition experts & pharmacists" etc. to explain things to us. The class started at 9:00 a.m. and went until about 2:30 p.m.. Snacks and lunch were provided by the CAW Family Auxiliary.

Remember April 7 elections for Retired Workers Chapter Standing Committees.

Retirees Recreation Report By Bill Stacey

Our pool tournament in January was a huge success. Winners of the "A" division were Paul Chopik and John Mulariz, winners of "B" division were Tony Lupoz and Joe Marmara.

Again everybody had a good time at our February dance with 150 in attendance. Our next dance will be on March 21 and will be a western dance.

Euchres are proceeding with a good crowd every Tuesday, which starts at one o'clock.

Winners from the January 24 dance were; Pat Mitchell, Phyllis Elliott, Elwin Dickey, Bruce Brown, Brando DeFilippis, Doris Crosby, Ellen DeFillipis, Anna Parkinson, Mary Smith, Vito Maglione, Mike Michael, Joe Corrigan.

We Shall Remember

Hubert C. Armstrong	Retired	Jan. 18, 2003	GM	John A. Harvie	Retired	Dec. 11, 2002	GM
Luis A. Arruda	Retired	Dec. 18, 2002	GM	Robert T. Hill	Retired	Feb. 9, 2003	GM
Albert J. Barnes	Retired	Feb. 7, 2003	GM	Alexander Horruzey	Retired	Jan. 25, 2003	GM
Annie M. Behn	Retired	Dec. 18, 2002	GM	Jack Jarvis	Retired	Jan. 28, 2003	GM
John F. Bourrie	Retired	Jan. 30, 2003	GM	Ronald Kloosterman	Retired	Jan. 26, 2003	GM
John Bowman	Retired	Jan. 23, 2003	GM	James R. Major	Retired	Jan. 6, 2003	GM
Heinz Brueggeboss		Jan. 8, 2003	AG Simpson	Carl F. McNenly	Retired	Feb. 14, 2003	GM
Emmanuel Cassar		Dec. 24, 2002	GM/ACSYS	Robert W. McPhee	Retired	Dec. 28, 2002	GM
Paul J. Collinson	Retired	Jan. 25, 2003	GM	Kenneth E. Mitton	Retired	Jan. 23, 2003	GM
Alton S. Elliott	Retired	Jan. 3, 2003	Duplate	Albert E. Quist	Retired	Feb. 2, 2003	GM
Norm A. Eyman		Jan. 6, 2003	Duplate	Mervin S. Storie	Retired	Nov. 25, 2002	GM
Roy H. Forster	Retired	Jan. 19, 2003	Houdaille	Philip Spasiw	Retired	Feb. 10, 2003	GM
William T. Gilligan	Retired	Feb. 4, 2003	GM	Sidney E. Sheridan	Retired	Feb. 2, 2003	GM
Michael J. Glowaski	Retired	Feb. 6, 2003	GM	Helmut Stransky	Retired	Feb. 10, 2003	GM
Edward Gordon	Retired	Jan. 2003	Duplate	Wojciech Szatkowski	Retired	Dec. 7, 2002	GM
John C. Gudgeon		Jan. 28, 2003	GM	William E. Taylor	Retired	Feb. 12, 2003	GM
Raymond L. Hanna	Retired	Dec. 12, 2002	GM	Roy B. Westlake	Retired	Jan. 6, 2003	GM

CAW Family Auxiliary #27 Update

JACKIE
FINN
CAW
FAMILY AUXILIARY #27
PRESIDENT

Old man winter can make his exit ASAP, I don't usually mind the winter but the months of January and February this year have been bitterly cold and windy.

I commend the sisters who faithfully battled the elements to attend their Auxiliary meetings. We observed a one-minute silence for the seven courageous astronauts who lost their lives during re-entry on the Columbia space shuttle.

Donations made recently were to: Labour Review booklet re: Special 60th anniversary booklet (we took a quarter-page ad at $275 plus GST) and the Easter Seal Telethon $200. With the existence of a double cohort graduation this year with the collegiates in our city, Auxiliary #27 will make a bursary donation to grade 12s as well as 13s in the amount of $250 each for a total of $500 per collegiate. This will be for this year only. Big Brothers and Big Sisters of Oshawa-Whitby bowl-a-thon Saturday February 22 $100. We have five sisters who entered a team into the tournament. They are sisters Phyllis Munroe, Leanne Davis, Karen Ross, Lynn Gowans, and Amanda Grant. The theme of the tournament is to dress up like someone from a TV sitcom etc.. The sisters are going as hockey players and of course commentators Don Cherry and Ron McLean most likely will be seen on this team. Congratulations sisters and good luck, good bowling. Hopefully we'll have a picture to publish next month.

Upcoming Events

Members Only — night of cards Tuesday March 18, at 7:00 p.m..

Auxiliary #27 66th birthday banquet Saturday April 26, more details next issue. Sister Jane Davis, your membership secretary, will have tickets available late part of March.

Lucky 50/50 winners have been sisters Phyllis Munroe, Phyllis Clarke, box of Turtles won by Ilene Watts, Marg Arnold and Jackie Finn.

Our sisters still attend Hillsdale Manor to volunteer at the Tuck Shop. They are sisters Marian Ross, Dorothy McEachern, Phyllis Munroe and Peggy Cobb. Your assistance at Hillsdale is appreciated so much by the staff as well as the residents, keep up the good work sisters.

I want to thank sister Alice Boneham who works in the background regarding this project, Alice calls the sisters to make sure we have enough gals on hand to be able to operate it, approximately once a month.

Thanks Veronica for your generous gifts of chocolate cookies and candies you left for the women in the kitchen.

Special birthday celebrations coming up, Sister Shirley Hill will celebrate her 70th birthday on March 10th and her mother, sister Rose Ellis will celebrate her 90th birthday on March 16th, congratulations to you both.

See you at our next meeting in March.

The World Has Spoken

GORD
VICKERS
RETIREES' CHAPTER
VICE-PRESIDENT

The world has spoken in a universal language. We don't want war. The democratic voices of elected government have said no to war with Iraq. And for good reason. We all know that war is murder of another human being. The daily bombing of Iraq since 1991 has left this once prosperous little country bled dry of an economy to feed and house its citizens. The harsh sanctions have killed almost one million Iraq citizens, mostly children, because of a lack of basic necessities of life. During the Gulf War the Americans were reported to have fired 900 tonnes of depleted uranium ammunition on Iraq, covering the country with radioactive contamination, causing widespread leukemia among Iraq's citizens, with no medicine or defence left. The people of Iraq are sitting ducks for aggression and certain death. The bombing is of course a clear violation of the United Nations charter that says that all members, which includes the British and American governments, shall refrain from the use of force against the territorial integrity of another government.

The human side is of course a violation of everything good and decent that many of us should expect of a government to uphold, not only our laws but to obey and live by international law that our governments have signed.

We are all citizens of this planet. We all breath the same air, drink the water and toil the land for food. We all laugh, we all cry when we are hurt, we all bleed red blood when we are cut. When we drop a bomb a child's scream can be heard, a mother's cry for her loved ones can be witnessed, while a father and a son's fist can be seen rising in anger. When the bombing stops and silence is felt, villages and cities are destroyed, land and water polluted, lights are out and the dead are buried.

I can't imagine what it must be like to live in Iraq. We are lucky to be born in the right place, free of bombs and the human misery of war, in Canada. As a father, grandfather and husband I was thinking how I would feel if some night the bombs starting dropping in Canada on my home, killing my family, friends and relatives, destroying our city. To walk down a bombed out street, all alone in this world without any of my loved ones, how lonely I would be all by myself.

I love my family very much. I believe a father in Iraq feels the same as I do about his family. I hope to die long before my children and grandchildren, I believe that's the way it should be, not the other way around. Too many children in Iraq are being buried by their mothers and fathers.

As a Union person who negotiated several collective agreements, I was always aware how easy it was to cause a strike. The hard part, which took a lot of work, was getting a collective agreement without a strike or hurting the membership, many of whom couldn't afford to be without a paycheque.

I believe that we don't need a war, not today, not tomorrow, not ever. Too many humans have paid for war with human blood. War is no option at all, it can't be allowed to happen.

The UN must call for the British, Americans and Iraq to come together at a table and hammer out an agreement to ensure lasting peace. The Iraq people have suffered enough. What they don't need is two more thugs. One has been quite enough.

I remember another Bush who promised democratic elections for Kuwait once Saddam was defeated during the Gulf War. The world is still waiting for the ballots to be counted. I guess elections in the Middle East don't serve American interest, quite yet. The people of Iraq deserve to be left alone. The oil in the ground belongs to them. It's their fruit under their soil and it's time for their luck to change for the better of all Iraq.

The planet Earth from space is a jewel. We all live on the same planet and need to live in peace with one another. The other option is really unthinkable.

Late Winter Conservation Observations

ROY J. FLEMING

What is a name? A name in conservation, if it is the Federation of Ontario Naturalists that has practiced and carried out some of the great conservation projects. I am a paid member of the FON, as I read works of conservation from years ago in places like Algonquin Park, before most people did not care if lumber barons cut, slashed, destroyed old forest and polluted the streams and lakes doing so. Conservation projects do not have to be massive, a few trees, a couple of wild bushes like nightshade or highbush cranberries for winter wild bird feed. What I am trying to say, there are groups who are a sham as conservation groups. All I read is this is where you can buy your insurance for your firearms, or some where you can spend your money on a one-track idea of where you might catch a fish that was copied out of a pamphlet and well received. Don't think I am bitter but I do take exception to a person impersonating a conservationist and all they are is a high class salesperson out to sell you insurance.

In your area there are some true conservation groups doing great work who will not ask you to buy insurance. The forests that are being chopped down have a new wrinkle, when these logs are made into wood by environmentally sound operations, a great theory with certification standards, deemed by some large wholesale purchasing company in Europe. When this idea first came up, many forest product companies in Canada just laughed at this idea, now it is a demand.

If this is wandering and wondering, it is on a cold snowy day.

Change of pace. Did you know mayflies probably have the shortest lifespan of any animal in Ontario? Some species emerge from the water, fly, mate, lay eggs and die, all within 90 minutes. What a life!

Ban personal watercraft, a subject we must think of seriously. Harm or just clean fun. We as fishermen have experienced them, watercraft or witchcraft, some owners delight when you are casting to come zooming so close but not close enough for you to cast a large spoon with treble hooks, it ruins your day of fishing and solitude. That is only one complaint of watercraft, or motorcycles on water. The speed disturbs all life, wild or resting on your lawn. These craft can speed into a shallow bay and deep into a marsh, spreading water onto low spots where birds are nesting. Ducks, loons and other marsh birds build a nest very close to the water edge to escape predators. The racing machines crash the water over the nest, destroying them.

Some lakes have been able to have them banned from their lake. Others take different measures in making them not welcome. Those of us who fish Lake Scugog off the north tip of the island have experienced these craft, to our disgust. If you own one, enjoy it, but remember there are others using the lake like swimmers.

Has the death of outdoor education arrived? The provincial government has cut the funding for many of these programs, but we in this area are carrying on with the support of the Second Marsh. Is it more important to know a frog from a tadpole or a few phrases in a second or third language?

Maybe I am getting old for I have never been great in Latin. But if you ask me how many birds I saw walking the Oshawa Creek, or how big were the salmon, I saw migrating and spawning in the creek, I can tell you with a smile.

I also know as the world gets smaller there seems to be one language. Write or speak to your local MPP. We want more outdoor education, not less. I always give my grand and great-grandchildren books on subjects about conservation and the great outdoors. Does the weather change? Or do we change? We all remember that to see a crow in late winter was a sign spring was on its way. Now crows stay all winter with us, feeding in the corn or stubble fields on the spilled corn. The crows decide to move into the city. Tear open the garbage bags, lots of food.

To me to see the first male redwing blackbird along the marsh, spring was on its way. Now since hawk watching is the big thing to do as a bird watcher, eagles, turkey vultures arrive very early in spring as these high flying birds do not stop on their way north. Most of us do not notice them as they soar on the thermals, cruising by the sun warming up the land. To watch eagles, vultures and hawks soar effortlessly is a wonderful sight. These birds have fed and rested for a few months, so can go many miles without food. If a terrible winter storm of sleet and snow comes and shelter cannot be found, death comes to these birds. Another thing hawk watchers knew, these birds do not fly across Lake Ontario. The watchers did not know why, but as hawk watchers observed, it became obvious there are no warm thermal air currents rising off the cold water of the lake. If you wish to see these birds on their way north, pick a spot where it is clear with few or no trees, a good pair of glasses and maybe a spotting scope. The reason I mention seeing migrating hawks, eagles and turkey vultures passing over the URGC property in Newcastle, it is obvious there are no large factories or cities affecting the wind currents. I have also mentioned we used to watch the birds soaring in the Darlington nuclear area, so birds, like people, will change their flight pattern.

Raptors migrate by day and rest in a tight knit group of trees. To identify big birds in flight is not easy. Don't worry if you can't identify every bird, have fun. The turkey vultures nest north of Oshawa about 60 miles on the Carden Plains, many times, using old

see **LATE –** *page 12*

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CAW TCA LOCAL 222

Late Winter Conservation Observations

– continued from page 11

abandoned pine stumps. Turkey vultures are one of the easy birds to identify, mostly black, and when in flight have upswing on their wings. If you have a chance, go with a group of experienced birders, not me. Go.

Nonquon was always a mystery to me, a good sounding name and so dear to the old duck hunters of Lake Scugog, now a bass haven if you can get through the weeds. The muskies have spawned in this river for evermore. People do not think of it, passing swamps, dead falls, clear water and passing under #12 highway, since we own big and bigger boats with larger motors. To see a fisherman paddling a canoe or a patient fisherman with oars in a small cedar homemade boat casting on the Nonquon River getting large bass is no more, we are a little lazy. This is not the part of the story I was going to mention. The Nonquon Wildlife Area is a jewel close to home. North of Port Perry, take the Clay Road one west of the main road still going north a couple of miles over the Nonquon Bridge. I park at the #11 Concession of Scugog Township. Walk east about a mile and you will come to a broken down bridge crossing the Nonquon River, a couple of deep holes for bass. As you approach the bridge you will notice many holes in the high bank, where swamp whiskey was made. The large park goes both north and south for miles, years ago one of the best pheasant country. North on a ridge a large planting of highbush cranberries always feeding birds, there west and near the 12 Concession and the Clay Road is where I saw years ago snakes preparing to hibernate for the winter.

As there are no more pheasants and rabbits were killed by the fox and coyotes. Partridges cannot hatch a nest, as the raccoons eat the eggs. But you can enjoy a walk, some wildflowers in season. The other plants and shrubs are an interesting sight, so 25 miles north of Oshawa you will not be crowded.

Many many acres for your $2 URGC membership, on sale throughout the plant. A conservation club that has been on the go for 60 years. A wonderful property northeast of Newcastle with an indoor range for target shooting trap both single and double. A little early for wildflowers but next month come and see. As Local 222 has many small units under its banner we do not seem to have you members participating in your conservation plans. Ask questions, we have many events all season. The motor, boat and trailer looks "so good."

PRE-RETIREMENT REPORT

Retirement Means Living Life To The Fullest

GORD "CHIEF" LINDSAY

When I ask the attendees to our Pre-Retirement session: When are you expecting to retire and have you both any plans? I usually get a half-hearted answer like "we're going to travel and play golf and I'm retiring at the end of the month."

That means they haven't thought one iota of what retirement means. What a waste, these people aren't stupid but you know, they probably take more time to prepare for a two-week vacation than they do for retirement.

You both have to prepare. Will there be enough money so that we can live the life we have now? Are we eating well and exercising so that we can have good health in the later years? Do you have hobbies? Do you volunteer? Do you have a good relationship with the grandkids? Do you take them on trips to the museum, shows, etc. Have you met your spouse? Remember you were working eight hours or more a day. Do you know if he/she has hobbies? Does he/she volunteer?

Retirement — if pre-planning can lead to an exciting time, remember it's not a gift, it's a reward you earned it, do not waste it. It's a time to do what you both want to do whether together or separately, no time card to punch "do whatever whenever."

We have qualified speakers to give you both tips and advice to help you. Remember when you plan to attend a session in the application form where it asks if spouse will attend? Sit down with your partner and talk about going to the sessions because in about 10 years you're going to retire and maybe you both should plan for it. The course is structured for you both — when you bought your house you were both there — when you bought cars, furniture, appliances, you were both there — when you planned family, both were there. If you put your spouse's name down to attend plan for both of you to come.

Pre-Retirement Planning Course Application

Last Name _____ First Name _____ Spouse's Name _____

Serial No. _____ Shift No. _____ SIN # _____ Spouse's SIN # _____

Home Address _____ Telephone No. _____
House/Apt. No. Street City Postal Code

Years of Service _____ Age _____ Will Your Spouse Attend ❑ Yes ❑ No

Have You Planned A Retirement Date ❑ Yes ❑ No If Yes, Please Give Approximate Date _____

Pride In A Decade's Accomplishments At Lear

SHANE LUXTON

After 14 years in office, over 10 years as chair, where do I start? There are so many to thank; from all those at the Union Hall, to the National, the good people at United Way, the dozens of Lear reps, and especially the Lear membership.

As I have said many times, when all is said and done, your life should read as a fine novel. Not all roses and cheer... that's a fairy tale. A great novel has tragedy and ecstasy, trauma and sheer joy. This has been but one chapter in a truly fortunate life. After helping negotiate the last five Whitby contracts I leave office knowing we now make over $25/hour, have great benefits, a pension plan that continues to exceed other plant increases, but most importantly, job security. When the membership needed wages, we delivered, when we needed benefits we delivered.

Now when the membership required the most important of all, future job security we delivered. A true test of leadership is not in making the easy decisions to ensure re-election, it is making the tough ones that have the membership's *long-term* needs at heart. He who makes the easy decisions may stay elected and he who makes the *right* ones may not but when all is said and done it is your own conscience one lives with.

My first choice professionally has always been to represent this membership. Over the years I have been approached by many outside agencies, last fall turning down an invitation to coach negotiation skills at Queen's University in order to negotiate our contract. Those who have supported me since 1989 now realize that I have been, and always will be, ambitious with a fire burning inside me. *But* with all fires, they sometimes spit sparks. After first offering to represent our membership I now am free to review other options.

There will always be skeptics, but my supporters have always known our membership was and is my first choice.

I leave office with the membership in good hands with Ernie. Ernie was chairperson before my term and I am confident of his abilities to continue to lead this membership into the future.

When all is said and done at the end of the day; I hold my head high, simply because there is no reason I shouldn't. I dedicated and sacrificed 14 years of my personal life for this membership and I leave with my credibility intact. Not just amongst others, but moreover within myself. For after all life is about the credibility and respect you have for yourself.

It was both an honour and a privilege being your chairperson.

PROBLEMS?

Alcohol and/or Drugs – CAW-GM Substance Abuse Program

For Help, Information, Etc. Confidential CAW Reps

Larry Kirtley
Truck Plant & Battery Plant
In-Plant 905-644-5967
Pager: 1-800-361-6793
PIN 5967
Res: 905-579-3445
Medical Centre: 905-644-7080

Ron Gibson
Car Body/Hardware & South Stamping
In Plant: 905-644-3724
Pager: 1-800-361-6793
PIN 3724
Res: 905-623-0266
Medical Centre: 905-644-6093

Don Whalen
Car Chassis/Paint & Tri-Link
In Plant: 905-644-3723
Pager: 1-800-361-6793
PIN 3723
Res: 905-728-7329
Medical Centre: 905-644-6093

Rick Mitchell
ACSYS Technologies
In-Plant: 905-433-3356
Pager: 905-439-3356
Medical Centre: 905-433-3002

Dispute On Contract's Discipline Language

TIM THOMPSON
COACH CANADA – WHITBY TRANSIT UNIT CHAIRPERSON

As you may be aware we have filed charges against the company with the Canadian Industrial Relations Board for bad faith bargaining. After the membership ratified the collective agreement the company decided to withdraw their original agreements on language issues, mainly in the grievance procedure under fair equitable discipline.

I have no answer why the company would oppose discipline in a fair equitable manner, else they choose to discriminate against certain individuals and that will become a whole new issue for the Union.

Please be aware that the wage increases and benefit improvements are all going forward. My conversations with Buck Reid from the Canadian Industrial Relations Board stated the only outstanding issues are in language. All other articles are to move forward as planned. I will keep you updated as things happen on these outstanding issues.

On a political note, Eves will be calling a provincial election in the next few months. I am happy to hear that Sid Ryan would be running in the Oshawa riding for the NDP. Maybe with a high profile figure like Sid Ryan the seat in Oshawa could return to the NDP. Sid Ryan is Ontario President for CUPE. I've known Sid a long time. He can be a very controversial individual but one thing for certain, he stands firm on an issue and doesn't bend down from his beliefs. Sid won't be a follower of the party line. He'll fight the system at every turn if in conflict of the direction he feels the party should be going in. Best of luck Sid.

On a personnel note I want to share something with other union reps and activists; I have a great love for this union, I attend many rallies, conventions, and fight back campaigns, but in my personal life these things have come at a great cost. I have heard from other union reps that they've become victims of divorce and or separation, well I have entered that statistic. I put my family on the back burner while I worked feverishly to get someone's job back, to remove discipline from somebody's record, to fight for social justice, and all the other problems that come with being a Union rep. In the end I learned I hold a thankless position. So to all you reps out there who still have your families, take it from me, don't lose perspective on what's

see **DISPUTE –** ***page 14***

JCI Membership's Effort Applauded

LARRY
WILLIAMS
JOHNSON CONTROLS INC.
UNIT CHAIRPERSON

Great job by everyone, as we successfully launched the GMX 367 (Grand Prix) program on Feb. 3/03. This was a huge accomplishment by our facility and the effort that our membership put forward was truly outstanding, especially when you take into consideration that we added 180 new members in the month of January, and the fact that all of them had to be trained and brought up to speed by the existing associates. It truly shows the value of our membership in making this a successful operation. As we move forward during the year we will need this continued effort especially when it comes to the quality of the products we manufacture.

On February 11, 2003 we held our unit Union meeting; the plant committee would like to thank those who attended. It was a pleasure to see all the new members who took the time to find out what has been going on in our plant. It was also good to have our National Representative, Mike Reuter, on hand to answer questions and to give input on how the Union functions.

Since my last report the committee has settled most of our grievances to date; we filed two more since then which have progressed to the fourth stage, and we are waiting for a meeting date from the company.

We have been accepting resumes for the positions of Woman's Advocate, EAP Rep (substance abuse) and Health & Safety Rep up until February 19, 2003. The plant committee along with our National Rep Mike Reuter and Local 222 will review all the applicants and determine who will fill these very important positions. I want to thank everyone who has shown interest in these positions and please do not be discouraged if you are not successful. We had many qualified applicants apply and the decision we will have to make is going to be extremely difficult.

The company notified the committee they hired 10 new associates to start on February 24, 2003. These new associates came from the pool of available candidates from our last interview process. We currently have not started to interview any new candidates for future hiring requirements.

The company did initiate our TPT program and hired 10 TPT associates who were assigned to the MS2000 OHS zone for a two-three week period. As per our language "the company will consider relatives of full time associates for this program before considering anyone else." If you have a relative who may be interested in this position they can apply at Addeco Employment Services Limited, 2 Simcoe Street South, Suite 300, Oshawa, Ontario.

When you apply be sure to tell Addeco that you are applying as a relative from JCI, for the TPT program. If you have any questions about this issue or any issues please contact the Union office at 905-665-4269 or call my cell phone anytime at 905-260-2631.

In Solidarity.

Dispute On Contract's Language

– continued from page 13

most important because when all your battles are settled and your Union position finished, if you still have your family then you're the winner. There will be many sitting alone reflecting on should haves, and wish they had done many things differently, I know I do, daily.

In closing, the battles of the day and the political climate will always challenge us to face the issues head on. We must always protect our social programs, education, and health care system from the right wing politicians who try desperately to erode what we hold so valuable, so they can appease the capitalists who want to see a two-tier wealth system, rich and poor, no middle class. It's for this reason brothers and sisters we must never stop fighting back!

Update On The New AG Collective Agreement

ED
OCHEJ
A.G. SIMPSON PLANT
CHAIRPERSON

I just want to give everybody in Oshawa an update on the new Collective Agreement and when we'll all be able to receive a copy of it. Presently the committee and myself are in the process of proofreading the new J.2. Agreement.

Graham Wright, a member of the J.2. management team, put this new C/A together without any supervision from the Union. This is something I'm personally not too happy about and will bring up the next time we meet with the new owners.

So, I'd like everybody in Oshawa to know exactly what is involved in this proofreading. What we are trying to make sure has been done correctly is the combining of five documents into one:

- The 98-01 Collective Agreement(the orange book)
- The 01-04 Collective Agreement (the one we never received a copy of)
- The 02-06 Collective Agreement (this new one with the new owners)
- The 98-01 Unpublished Letters of Understanding
- The 01-04 Unpublished Letters of Understanding

Making sure this has been done correctly has proven to be very time consuming. Also, Graham has done something that I do agree with. Each plant will have its own separate and distinct C/A booklet. If you look at the back pages of the old C/As you will see separate Local Agreements for each plant. What Graham has done is he's brought these Local Agreements into the main body of these new CTA's. Each plant will have its own separate book. No more flipping to the back pages to see Articles pertaining to each individual plant. Also I'm demanding that there be no more Unpublished Letters of Understanding. The Oshawa Collective Agreement will be just that: The Oshawa Collective Agreement.

I've been told by Graham that after we've come to a consensus on this new C/A and it is sent to print it will be six weeks to get a copy into your hands. Remember that is six weeks after we've come to an agreement with the company on how this should be written. Hopefully they will be co-operative and will want this issue put to rest so we can all move on.

Please have some patience and bear with us as we get through this painstaking process.

Thanking you in advance.

DISTRICT #7 COMMITTEEPERSON'S REPORT

Union Advice: Be Cautious

CHRIS **BUCKLEY**
DISTRICT #7
COMMITTEEPERSON

I will begin this article on a positive note, as the topics that will follow are not so positive. As a result of our members within Material Handling experiencing difficulty being accommodated for time off, I negotiated an agreement with production and material in late December of 2002.

It is similar to the TPT agreement which was negotiated for production during 1999 bargaining, with the exception being students will not work in Material Handling.

We posted within the trim shop for six production technicians (two per shift by seniority). The Material department requested six students from Hourly Employment.

What will take place now is on Friday, Saturday and Monday, the TPT will report to the production line and the production member who was awarded the posting will report to Material Handling. This agreement, if managed correctly, should make it easier for our members in Material Handling to be granted time off.

The Corporation and Car Plant Management have once again raised the bar in regards to their expectations on the quality of the vehicles we produce. Now we all know that the quality of our products is important to both parties, but what concerns me is when this bar is raised the heat is traditionally turned up on our members. There is no doubt that in a perfect world we would be able to produce a perfect vehicle the first time, and every time, but now let's come back down to the world in which we live.

I will not attempt to pretend that I fully understand all the GM terms and data they use to determine their percentages and goals that are set but, what I can tell you is for the month of January 2003 in our trim shop, the quality target was set at 98.7 percent; by June it's at 99.1 percent and by year's end it hits 99.3 percent.

Now speaking from experience, management's attention will be turned to you, the operators. So my advice to all is as follows: take the allowed cycle time you have been given to perform your job assignment. If you feel your allowed time is not sufficient, contact your supervisor and if unresolved, you have the right to request your Zone Committeeperson and standards representative.

Also, it is management's obligation to supply you with the proper parts and tools to perform your job assignment, so if you experience a problem with either, it is management's responsibility to correct the situation.

The bottom line is, that whenever the Company raises the bar, more often than not they will be looking to our members to lay the blame in regards to defects or throughput. Do not give them a reason to.

By now most of you have heard the Company phrase "GMS," which stands for Global Manufacturing System. They also refer to it as their People Support System, but in reality these two phrases stand for "Team Concept." For years the Corporation has intended to implement this system throughout their plants, and in some cases they have been successful.

It is no secret that they would like to have this system fully implemented here in our Car Plants, but they have always been met with resistance and for good reason. In most cases "team concept" goes against what we have negotiated over the years within our Collective Agreements and what we stand for as a Union.

There are portions of their system which they can implement without the Union's approval but that's where it stops. To fully

see **UNION –** *page 16*

DISTRICT #13 COMMITTEEPERSON'S REPORT

April 1st Deadline For Many Important Forms

JIM **BEAUDRY**
DISTRICT #13
COMMITTEEPERSON

During the months of January and February we've had quite a few members retire within District 13. From Department 4C, Norm Poulton, Jack Grant, Ken Shelley, Dan Gabona, Wayne Morrell, John Tuepah, Dave Haslam, Bob Shelley, Winston Deshane, Eric Downey and Janet Crosmaz; from Department 26, Jean Callan; from Department 41, Larry Michael and Robin Whitfield; from Department 44F, Bob Edgar, Gord Walter and Algis Liauba; from Department 8, Bob Harris, John Kitchen and Don Hildenbrand.

On behalf of our membership, the elected representatives and myself we would like to extend best wishes to everyone retiring. May you all enjoy many years of great health.

Transfers

We've had a few issues arise where there is still some confusion surrounding the issue of cancelling a transfer to a service department.

With the transfer renewal date of April 1st fast approaching, it's important to remember that if you submit a transfer application for any service department you "cannot" cancel such transfer once it has been called out. The following departments are recognized as Service Departments: Material Handling, Inspection, Maintenance, South Stamping, Battery, Tri-Link and Control Arms. If you intend to cancel a transfer to any service department it's important that you cancel such transfer "prior" to it being called out or you will be unable to cancel.

You still reserve the right to cancel a transfer to any department other than a service department. I hope this clarifies any misunderstandings.

Paint Shop UR Rate

At the time of writing we have requested a meeting with management to again pursue resolving an outstanding issue of establishing the entire paint shop at UR rate. Our Union is working together on this issue and we are hoping to seek final closure on this issue in the very near future.

Extra Vacation Requests

Please remember that if you're interested in taking additional vacation time other than the two week designated shutdown you must apply on forms supplied by your supervisor prior to April 1st.

Remain At Work Forms

In accordance with Paragraph 16(d) of the Local Seniority Agreement, Remain at Work Forms can be submitted through your supervisor. These forms must be renewed on or after April 1st of each year, but in any event, applications must be on file, not later than four working days prior to a lay-off becoming effective.

It is important to note that if you change your mind and do not want to work, your application must be cancelled no later than four working days prior to a layoff becoming effective.

Until next time… In Solidarity.

Welcome To Preferential Hires

First of all, I would like to welcome all the new employees from St. Catharines and Boisbriand, Quebec who have been hired under Document 14 of the Master Agreement.

It must be very difficult to start all over after so many years at other General Motors locations; all the friends and family who have been left behind, or to get on a bus for the very long drive every day to try to keep your family in the stable environment they are used to.

Some were told they would be on steady third shift, only to arrive and be placed on rotating shifts; you are an Oshawa employee now. There was one rumour that after two weeks if you didn't like Oshawa you could return to your former status.

That is untrue, I personally called Doug Orr. People will only be returned if recalled in line with their seniority, the same as we do in Oshawa. If people do get recalled, be very careful for you will go time-for-time from Oshawa and if you are laid off again and there is no opening, you will be shut out.

The Quebec employees have it much harder; not only the language difference, but knowing you will never be recalled because the plant is closed. If you still need help with living accommodations call Steve or Sharron at 905-644-4282 or 4283, these are the Union Counsellors and they will be pleased to help you.

Extra Vacation Requests

Anyone requesting extra vacation time for the 2003 calendar year (including hunting season) must apply on forms provided through your supervisor by March 31, 2003. When you receive your copy back, keep it in a safe place in case the Company misplaces theirs. It will probably take until the middle of May to start getting back signed approvals.

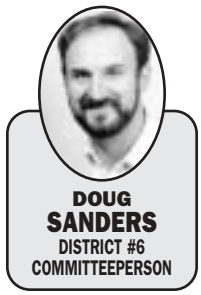
Summer Students And TPT Applications

The Company has just completed the application process as of February 28, 2003. All applications should have been completed on site and in person. The number of fulltime summer students is not known yet.

The students will be informed about the opportunities prior to June 30, 2003.

Rumours

The talk is that Saturdays will be scheduled for Plant #2 starting the end of March. This has not been confirmed as of the date of writing.



DOUG
SANDERS
DISTRICT #6
COMMITTEEPERSON

Transfers And Remain-At-Work

I would like to remind everybody that all transfers and remain at work forms must be renewed on April 1, 2003. There is no talk of lay-offs, but if you wish to protect yourself and possibly work, put in a remain at work.

Transfers

Many people file transfers for service departments then forget about them until they are called out and you must go, so be very careful that you want to go first.

Education Seminars

These are held at the Union Hall and are set up around the rotating shifts. The Education Committee does an excellent job of trying new ideas, or if you just want to let people know what is happening in your area, plan to attend.

Pre-Retirement Planning Course

It is never too early to think about retirement. The Union offers a Pre-Retirement Planning Course that is put on by Gord "Chief" Lindsay, with an application form monthly in the ***Oshaworker.*** If you can't find one please call me, I will get you one. To all the new retirees as of March 1, 2003, all the best, stay healthy.

In Closing

It was over a year ago I wrote about discipline and videotaping, where the Company fired the supervisor and employees were disciplined. All the discipline has now gone off your records, and the Company cannot find their copies.

Until next time, I'm only a phone call way, leave a message at 905-644-4694.

Union Advice: Be Cautious – *continued from page 15*

implement the system they will need the Union on board and we will not be taking that journey together.

As I stated, portions of their system could be and in some cases are in place, but I caution the entire membership to the extent in which you co-operate.

The third shift in Plant #1 continues to run well, and the Company has stated it plans to operate on three shifts for the entire year, which we all know is driven based on demand.

There is no overtime scheduled for at least the first quarter in both Plants #1 and #2, but all indications are that this will change for our members in Plant #2 around the May-June time frame once the new Grand Prix takes off. The Company predicts this vehicle will be in great demand.

The implementation of our third shift created great employment opportunities and the ability for our members to transfer as never before, but in a number of cases there were members who (for whatever reasons) decided working on the third shift was not for them.

As of the month of February we have completed and moved all those who had requested a shift change based on our negotiated AVO shift change agreement.

This Company is continually searching for ways to be the best in the auto industry by constantly improving quality, cost and productivity, but in most cases they are only looking at the hourly workforce.

As I stated earlier in this article, be very cautious as to the degree of suggesting or communicating you do with management in regards to your or another member's job assignment, as for the year of 2003 the targeted headcount of reduction for our trim shop has been set at 34.

At the time of writing I do not have the reduction numbers for any service departments, but I can only imagine.

In closing, any members who wish to take extra vacation other than the two-week summer shutdown must make application this month with their supervisor.

As of April 1st, any transfers on file must be renewed but, it is important to remember if you do not want to transfer into a service department, do not submit a request for one. If it is called out, based on our new agreement, you will not have the right to decline.

DISTRICT #1 COMMITTEEPERSON'S REPORT

Truck Plant Update For District #1

I would like to start this article by clarifying a couple of issues in the Truck Plant that seem to be the main focus of attention.

In the early part of January the Truck Plant Shop Committee, which consists of Cal Pettit, Greg Moffatt, Keith Osborne and Jim Beaudry, had meetings with regard to the new overtime schedule which is a direct result of the bodyshop downtime needed to complete construction work for the new crewcab. At this meeting it was highlighted that the past practice in which we supplement double shift overtime was not going to be an equitable method of distributing double shifts across all three shifts.

As a Shop Committee we decided that the only way to attempt to give all three shifts equal opportunities to supplement another shift was by temporarily changing the current practice of asking for double shifts. The Truck Plant Shop Committee were all in attendance at this meeting; we unanimously agreed that this could only be achieved by changing the proceeding shift method of filling double shifts.

Prior to our decision we reviewed the February/March 2003 tentative overtime bulletin which was posted January 9, 2003. After a lengthy discussion amongst ourselves we decided to allow the third shift to supplement the afternoon shift on scheduled Saturdays. This would now mean that Shifts #1 and #2 would supplement third shift's scheduled Saturdays, as well as each other scheduled Saturday day shifts.

The current practice of supplementing overtime Monday to Friday has not changed. As a result of the new temporary double shift overtime practice, Shift #1 will be scheduled to work five Saturdays on their own shift and supplement their opposite shifts five times, for a total of 10 overtime opportunities. Shift #2 will be working five scheduled Saturdays on their own shift and supplementing their opposite shifts five times, for a total of 10 overtime opportunities. The midnight shift will be working four scheduled Saturdays and supplementing five afternoon shifts for a total of nine overtime opportunities.

As you can see by the numbers of opportunities offered to each shift, the entire Truck Plant Committee feels that they have insured that each of the three shifts in the Truck Plant will be provided an equal amount of overtime offered.

I also feel that once the nice weather comes anyone wishing to work a Saturday afternoon will have the chance, as last year in some areas of District #1 upwards to 50 percent of the members did not want to work the scheduled Saturday afternoons. As a Union we need to make every attempt to make sure that these members are not forced to work when these days have been requested off.

GREG
MOFFATT
DISTRICT #1
COMMITTEEPERSON

Once this model change is complete we will return to the previous method of supplementation of overtime. The estimated time frame for this is early Fall.

The other rumour that has surfaced on the shop floor centres around a proposed by-law change that requires elected Union representatives to step down from their current full-time position in order to run for another. The unsigned leaflet by rumour mongers point the finger at Cal Pettit. They fail to inform you that Cal Pettit doesn't have the right or the ability to change by-laws.

A by-law change requires a notice of change without debate at a General Membership meeting, and at the next monthly membership meeting the by-law change is debated and voted on. Even after this lengthy process, a by-law must be okayed by the National Union so it doesn't contravene our Constitution. I inquired through our Local President as to the origin of this proposed by-law change. He informed me that he was contacted by a number of skilled trades workers regarding the election process.

With the appointment of Skilled Trades Chairperson John Scanlan to the national Union, the Skilled Trades had an election to replace John as per our Constitution. With the election of Pat Blackwood, the skilled trades had to have an election for a Skilled Trades District. With the successful election of Committeeperson Ron Svajlenko to this position, the Local Union then had to conduct an election for Committeeperson, and fortunately the Alternate Committeeperson resigned his position so that position could be held in conjunction with the Committeeperson election. The domino effect finally came to an end three elections, two run-offs and $100,000 later.

Remember that these types of individuals who start these rumours are aiding the Company in dividing the membership of our Union.

In closing I do understand that when I ran for this important position some decisions we have to make may not be popular with 100 percent of the membership but we have to treat all members that we represent equally.

I can be reached in plant at 905-644-2480 or from outside the plant at 1-800-361-6793 PIN #2480.

Until Next Time.

DISTRICT #4 COMMITTEEPERSON'S REPORT

GM Needs To "Lighten Up" In The Paint Shop

RON
CARLYLE
DISTRICT #4
COMMITTEEPERSON

The following is a letter sent to me from a salary employee who retired from St. Catharines some eight years previous. One of his neighbours gave him a copy of our ***Oshaworker*** and he gave me permission to print the letter.

January 8, 2003

Ron:

Re: your article "Union Wannabes" in the December 2002 issue of The ***Oshaworker***. You're right on, brother! Take it from a former (retired April 1995) salaried payroll guy in St. Catharines. You may or may not recall that effective January 1, 1986, GM decided "no more salaried COLA" —nobody asked any of us, they just stopped paying and we had nowhere to turn being non-union employees.

A number of us joined forces, generated interest, hired a lawyer, and learned that a vote of 55 percent of us eligible employees were needed to "get organized." I recall some of my Local 199 pals were more than willing to advise us and steer us in the right direction.

But... the more we talked among the salaried folk, the less enthusiastic they became. Why? Maybe the concept of brotherhood doesn't appeal to all workers; maybe the salaried staff here had more than its share of "loners;" maybe they were just too damn scared to speak their mind, to stand up and be counted, lest they offended the boss and lose their jobs.

As a result of our efforts nothing ever happened and GM, almost certainly, chuckled at "them salaried wimps."

In closing, let me say this: GM is a hell

see* GM – *page 18

Take Time To Look At Transfer Information

KEITH
OSBORNE
DISTRICT #11
COMMITTEEPERSON

It has been said that a change is as good as a rest. This is why some of our members make the decision to transfer to another department. Some of our members have reached the level of seniority that will allow them to move on to service departments.

You should take due care when filing these transfers as you can no longer turn some of them down. The transfers you cannot turn down are Inspection, Material, Non-Trades Maintenance, and Departments 6, 6A, 20, and 30. You are also not allowed to transfer again for 60 days. You are allowed to decline all other transfers but if you do so you cannot transfer again for a period of six months.

Once you are called out on a transfer, this makes all your other transfers on file null and void. You should also realize that if you have a transfer that specifies swing shift only and you want to change it to an open transfer such as for any shift, you have to cancel your original transfer and submit a new one. Employment does not recognize such a change and only looks at the department request.

Another thing to look out for is specifying a certain classification when you file your transfer. Several departments have negotiated Working Condition Letters that promote within the department previous to the transfer coming in. The more specifics you put on your transfer, such as shift preference and classification request, restricts your chances of being called.

Paragraph 21s or Supplemental Help transfers are ones that are used to assist our Skilled Trades members in specific trades as well as work in Non-Trades Maintenance work. These are generally called out during a model change or plant re-arrangement. The only thing to be cautious about here is that you may be called upon to work during the summer shutdown.

There is also a Paragraph 16 (Remain at Work) form to file that gives you the right to remain at work (seniority permitting) in your department during a temporary interruption of work of 60 days or less. They must be on file in the Employment Office four working days before the layoff.

All transfers must be renewed April 15th of each year. You can also apply to be a Summer Vacation Replacement in some service departments. This gives you the opportunity to get off the production line and try something different for the summer. You are restricted to the two-week vacation period if you elect to do this. These applications should be available in the next few weeks.

In closing, I would like to welcome those members transferring into District #11 and wish the best to those who have transferred elsewhere. Until next time...

GM Needs To "Lighten Up" In The Paint Shop

– continued from page 17

of a good place to be retired from!!

Sincerely, **Don Condon**

Unions do a good job, but again I know some people love to criticize our Union. It's very hard to keep the benefits we have negotiated over the years, let alone try to improve them.

Remember when GM had 53 percent of the overall North American market share?

It was good to get the Company to buy into our demands more easily then. Now that GM struggles to retain 28 percent market share it is obviously harder to get them to bargain fairly. For instance GM has far more pensions to pay out because of all the plant closures that have happened all over North America over the last 20 years. There is more than a two to one ratio of pensioners than actual working members in the entire GM chain. This is a major expense for GM, while the offshore companies have virtually no pension restraints like GM does.

Even Ford and DaimlerChrysler who also have lost some market share, don't have the huge financial burden concerning pensions like GM. I know many members don't give a damn if our pension funds are not being fully funded now on both sides of the border, however before you know it, it will be our time to retire. Things like fully funded pensions will be a major concern to us all then.

A Compensable High

Couldn't help but shake my head when one of our District #4 members injured himself at work and went on compensation. Generous Motors in their wisdom ordered the member back to work shortly after the accident. They told him they were going to dispute his compensation claim. When the Zone 59 committeeperson and I approached the employee he told us he had to drive one hour to work while being under the influence of prescription drugs, drugs that have warnings not to work or drive while taking. After some heated discussion with management, the employee was sent to plant medical who helped turn this case around.

Manpower Shortage

With management cutting to the bone with manpower I couldn't help but notice the new Pontiacs having no transeal on the hoods as ordered by Pontiac Motor Division to prevent scratches and other mutilation. So I guess what the plant is saying is they would rather increase their chances of mutilation, then properly populate their hourly workforce, especially during the first month of the Pontiac build.

Please Give!

Speaking of quality, one of the car plant paint shop's major concerns is proper paint spray on their vehicles. A big part of the quality process is having proper lighting in the paint shop spray booths. For instance for the last seven months there have been up to 34 lights burned out in plant #2 colour booths and 42 lights out in the prime booths. Plant #1 is no better with a total of 82 lights that need replacing in their spray booths.

When the Union asked if we could get these burned out lights replaced at a second step meeting on January 28, their reply was "they can't find any bulbs that work." The Company says they can't find a supplier who can make these bulbs now. It's management who are constantly on the workers' backs in the spray booths to do a better job, even with these missing lights.

If anyone has extra lights at home maybe you can bring them in and help the company or e-mail www.helpGenerousMotors-PaintShoplights.com. I'm sure management would appreciate it.

One more thing, all the management's offices, I checked, had all their lights working, pathetic but true.

In closing, on a sad note long-time hardware member John "Rooster" Gudgeon passed away on January 28. To all his family and co-workers, my deepest sympathies.

Until later have a good day.

SKILLED TRADES AREA CHAIRPERSON'S REPORT

Zoning Issues Are Behind Us

PAT BLACKWOOD
SKILLED TRADES AREA CHAIRPERSON

On February 13, 2003, the Skilled Trades Shop Committee held a special meeting to go over a counterproposal on the rezoning. After a great deal of discussion, the motion to present the new counterproposal to the Company was defeated.

The entire Skilled Trades Committee is now prepared to move forward, and make the new zones work. As Skilled Trades Chairperson, I committed to the entire committee to include them in any future rezonings prior to any rezoning taking place. Our previous Chairperson, John Scanlan, did try to get consensus before he made the ultimate decision. I will hopefully be able to achieve the consensus before any future zone changes are made.

Information Shared

At our Tuesday Skilled Trades Shop committee meetings, all your Committeepeople, the two Districts and the Skilled Trades Chairperson meet. We also have the Skilled Trades Health and Safety rep and Apprentice Chairperson participate when their schedules permit.

In my Chairperson's Report, I inform the entire committee of everything I am aware of up to that day, that I am able to share with them. This way we all have the same information, and the Committeepeople can inform the membership on what is happening and be assured it's the latest information.

To date, the co-operation I have received from the committee has been great, and now that the sensitive zoning issue is behind us, it's time to move forward!

Crewcab Project

In my last article, I reported it was my position that Department 38 would supplement Department 39 from all three shifts prior to the tooling work being assigned to WFG or contractors.

We had a meeting on this on January 24, 2003. This time I had both Districts with me because both represent tooling, one Department 39, the other Department 38. We left that meeting with the understanding the Company would supplement from all three shifts in Department 38. I drafted a Memorandum of Understanding, with clarification on work assignments and a pecking order for overtime.

After two weeks the Company still hadn't signed the MOU, and now were balking again at going to all three shifts in 38.

We called a special meeting for noon hour on February 13, 2003. Again, it was myself and the two Districts who attended the meeting, along with management and Labour Relations.

After a little discussion, I pointed out to management and labour we already have the agreement to supplement three shifts, we just have to agree on the mechanism. Management asked for a recess.

Later that day, I received a call and management agreed to supplement three shifts in Department 38 to support Department 39 on the crewcab project.

We have agreed to work on the memorandum and work out the details on how the manpower will be obtained, so the work can be organized.

Policy Grievances

We have filed several policy grievances on the issue of working contractors on Saturdays in the Truck Plant, and not "fully utilizing" our trades from 49C.

Hopefully, a solution to this issue can be worked out by having the Car Plant go to a similar schedule, thus "fully utilizing" our CAW trades.

Skilled Trades Education Program

Your committeepeople have been provided with the applications for this program. As the dates become filled up, we will create waiting lists, or try to get you one of your other options. It is great to see the renewed interest by the Skilled Trades membership in this program!

In Closing

If you have a problem, first see your supervisor, then call your Committeeperson. If you still need help call your District. If you still need assistance call me at 905-644-3780, pager *97-3780.

DISTRICT #10 COMMITTEEPERSON'S REPORT

Issues In District #10

RON SVAJLENKO
SKILLED TRADES DISTRICT #10 COMMITTEEPERSON

This spring and summer will be a test of how well management is able to handle training time, absenteeism, and constantly increasing vacation hours while they continue to reduce trades. There are going to be more apprenticeships available in the future but this does little to relieve the immediate stress on our trades in the short term, when they can't get time off. We have 4 & 4 clauses in most of our overtime agreements that will allow management to offer 12 hours to two shifts and cover missing trades. Management in the Car Plant has been reluctant to utilize this option but this summer it could be a valuable tool.

The workload in construction is still light but as the weather warms the work should see a dramatic increase. We have a few trades on layoff in 49C that will probably be back before this is printed. Slow work has made construction a target to supply trades to other areas of the plant. A strong message must be sent to the Company that we will not allow them to bleed construction dry while outside contractors take our work. The demand for electricians and IMMs in the complex continues to be very strong. There have been a number of requisitions for both trades and if anyone is looking for a move, it would be a good time to put in a transfer. We are continuing to press GM to hire trades to fill the job openings in the complex but they are unwilling to go any further than preferential hires and we have currently exhausted them. The committeepeople and myself are currently working on an Overtime Supplementation Agreement in 49C. The agreement may be complete by the time this is printed. The information of why it was done and how it affects you will be communicated to the floor.

The preferential hires who are new to Oshawa have questioned the practice of entering them at maximum hours on the overtime list when they arrived. This is dictated by our

see **ISSUES –** *page 20*

DISTRICT #12 COMMITTEEPERSON'S REPORT

Tool And Die Designers Seniority Issue

EUGEN E. WEBER
SKILLED TRADES
DISTRICT #12
COMMITTEEPERSON

I have had many calls pertaining to those people formerly classified as Tool and Die Designers in the former North Plant who were laid off out of their classification as a result of the closure of the New Build Department after the sale of the North Plant on January 1, 1997.

The inquiries pertaining to this issue are specific to employees who went from the Tool and Diemakers classification to become Tool and Die Designers and how their seniority applied upon coming back to Tool and Die. First of all, people are under the impression that there is a line up of these people coming back to General Motors with their full seniority intact as Tool and Die Makers.

This is the first misconception! To start off there were only seven people who were in the situation to which the following applies. In reviewing this issue, I am satisfied that this has been handled correctly in regard to the Master and Local Contractual language in effect at the time. There are two Letters of Agreement, one dated November 20th 1990, the other dated November 26th 1990, that were in effect until the day the North Plant changed hands on January 1, 1997. Under the terms of those letters and the respective Master Agreement paragraphs the following took place: Any skilled trades employee permanently assigned, transferred, promoted or hired to the classifications of Drafting Technician or Designers Tool and Die was to be credited with the greatest seniority accumulated in either of the following seniority groups: Apprentice-Drafting Technician (Paragraph 137 of the Master Agreement), Drafting Technician, Designer. The parties also agreed that any previous arrangements regarding date of entry seniority for Designer or Drafting Technician is superseded by this agreement.

The Letter of Agreement dated November 26th 1990 went specifically to, "Layoff and Recall Designers and Drafting technician." This letter stated that, "In the event of a layoff or recall affecting employees in the Designers Tool and Die, Designers Electrical, Designers Mechanical, Drafting Technician, Drafting Technician-Electrical and Drafting Technician-Mechanical classifications, the following procedure shall apply: Skilled Trades Designers will be allowed seniority permitting to exercise seniority in their Skilled Trades classification which they held prior to their entry into any of the above groups. In effect the employee's seniority will be frozen when entering the Designers or Drafting trade. In the event openings occur in the Designers classification, after the expiration of the time limits outlined in Paragraph 30(c) of the Local Seniority Agreement, employees who previously held seniority in the Designers classification, shall be permitted to exercise the seniority they held in the Designers classification prior to their layoff. Employees who elect not to return to the Designers will forfeit all rights to the Designers classification." The letter went on to further

see **TOOL –** ***page 21***

Issues In District #10

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Local Agreement, which states new Oshawa employees will be given maximum hours and the agreement does not define a separate practice for preferential hires. Future agreements may choose to define a separate practice for preferential hires but we are currently using this language. Some of these members feel they have been discriminated against and that this was a political decision. That is not true! The decision was based on language and the past practice in Oshawa. We welcome all preferential hires to Oshawa and I wish there were more available today because we have jobs available for electricians and IMMs but there are no brothers or sisters on layoff who are interested in coming to Oshawa (this article was written February 15, 2003). Any changes to the hours given these members can be addressed in the next agreement with support from our membership.

This job has taken me to a few new problems that I did not encounter as a committeeperson. One in particular is how we need to work for the common good of all our members. If the only goal you have as a committeeperson is to protect only your zone members, at all cost regardless what it means to all Skilled Trades, you will hurt us. The Company would revel in a fight that sees our committeepeople simply fight for just their trades and adopt an attitude of the "Hell with the Rest." We will cease to function as an effective union when we fail to support our brothers and sisters in other trades and zones. I have great respect for the reps who bring a strong fight for the trades in their zone to our shop committee meetings but I would question their motives when they carry that fight into this publication.

In our last contract we extended our Document #12 to 2008. This allows our buy-outs to continue to that date and our trades at ACSYS can continue to use their seniority to return to GM. The problem facing our Union is the number of jobs that have disappeared because some trades at ACSYS (formerly Peregrine) have chosen not to return. Jobs that come open and fail to get filled have disappeared forever. ACSYS trades who do not apply to return before 2008 will no longer have seniority in GM. These members will also see their wages and benefits drop to current ACSYS levels in 2005. We are encouraging our members with flow rights to apply to return to GM now, so we can fill the openings we have and stabilize our work force numbers.

During the election I promised to provide a newsletter that would be an additional source of information for our membership. Pat and Eugen have chosen to participate in that letter which will be out monthly or bimonthly for our members. The ***Oshaworker*** is a great publication but the time lag does not allow for us to deal with hot floor issues quickly (you will likely have it sitting on your truck before you read this). I also promised not to use this article to "group hug pals" but I must commend all the committeepeople of District #10 for their cooperation and support since I took this job. If you have a problem you can't solve with your supervisor call your committeeperson. If that problem is still not solved then please call me at 905-644-3865 or page me at *97-3865 in plant or 1-800-361-6793 ID # 3865 outside the plant. Thanks for taking the time to read this.

ZONE 11 COMMITTEEPERSON'S REPORT

Overtime Agreement In Place

RORY
THOMPSON
SKILLED TRADES
COMMITTEEPERSON,
ZONE 11
THIRD SHIFT

By the time you read this article Neil Shackleton and I will have our cards out. It took a while to get an email address, Neil's pager and a telephone set up. We will also have call answer on the telephone so you will be able to leave messages.

We have been working hard trying to update ourselves with all the different agreements. With Truck, Car, Stamping, Construction, Tri-link and Battery there are many versions to deal with. I know many of you ask why are we not under the same agreements as we are the same Union? True, but we are dealing with many different superintendents with their own thoughts on how their areas should be run. All in all the agreements are heading in a similar direction which is for the betterment of trades in the long run.

Car Plant trades by now are aware of the new overtime

see **OVERTIME** – *page 22*

Tool And Die Designers Seniority Issue

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state, "The above agreement shall also apply in all respects to the Drafting Technician classification." It should be noted that each of these employees had to do a two-year stint as a Drafting Technician and a two-year stint as a Designer In Training, totalling four years as an apprenticeship before establishing as a Tool and Die Designer.

Paragraph 137 of the Master Agreement states, "For the purpose only of determining the seniority status of apprentices in training, such apprentices shall have their seniority established as provided in paragraphs 135 and 136." For the purposes of this issue we must look at Paragraph 136 which states, "An employee transferred to an apprentice classification shall have the date of entry in the non-interchangeable occupational group to which the employee is transferred and will continue to accumulate seniority in the seniority group from which such employee was transferred."

In the case of these former Tool and Die Makers, they were transferred to the Design Office to apprentice as Tool and Die Designers and subsequently as a result of the Plant sale never finished their apprenticeship as a Tool and Die Designer with General Motors. As a result General Motors has no obligation to recognize any change to the seniority of those employees affected because, as of the date of the plant sale (January 1, 1997) those employees in the North Plant ceased to be employees of General Motors. In a nutshell, they never finished their apprenticeship as a Designer and therefore did not establish seniority in the classification prior to the Plant sale date in accordance with Master Agreement paragraph 136. They therefore continued to build seniority in the classification from which they transferred giving them their full seniority rights as Tool and Die Makers back to the shop floor.

There were seven Tool and Die Makers in this affected group at the time. Three of these people are currently back here at General Motors. Two of the seven took a Voluntary Termination of Employment, and there are two remaining at ACSYS who still retain the right to return to General Motors. The Designer groups which graduated before the Plant sale date of January 1, 1997, would also retain the right to return to General Motors, providing that the adjustments to their seniority status leaves them with enough seniority to return to General Motors and hold a job in Tool and Die.

I hope that this clarifies the situation. If anyone has any further questions I would be glad to sit down with you and run through the situation so that you thoroughly understand what happened and why.

Department 38 Truck Tooling & Department 39 Worldwide Facilities Group Tool Room

In January there was a change in the representation structure which also brought about a change in regard to the new crewcab project in the Truck Plant.

Department 39 WFG tool room put on a weekend crew of two Tool and Die Makers to look after the Tooling portion of the installation of new equipment that pertains to Tooling in this crewcab project.

The reason this came about is due to a compressed time frame for the crewcab program. This compressed timeline is a result of the elimination of a step in the process, that being the validation of equipment at the build shops. Instead validation of this equipment will be done in the Truck Plant as equipment is installed. Normally in the course of the program, validation of equipment would be done at the outside build shops prior to equipment being delivered into the Plant. The elimination of this process at the build shops takes approximately four to six months out of the timeline for the entire project.

In the course of a normal program, the Truck Plant tool room would have supplied the manpower to carry out the Tooling work required for the project.

As set up now, for the Crew Cab project only, WFG Department 39 Toolroom has two Weekend Worker personnel assigned to the job for Friday, Saturday, and Sunday. If additional Tooling personnel are required, first rights for supplementation go to WFG Dept. 39 tool room personnel not already asked for overtime. If additional supplementation is required, the Company will draw people from within the Truck Plant Department 38 tool room. As of the writing of this article, Pat Blackwood, Ron Svajlenko and myself were still meeting with the Company to establish the guidelines for supplementation in a Memorandum format.

Based on numbers alone WFG Department 39 does not have the available manpower to spare to put on the job if large numbers are required for this project so the manpower must come from within the Truck Plant tool room.

Department 39 is currently very busy on other project work and consequently all personnel there are being asked for overtime through their complete shift, so there are no additional personnel available from within Department 39 to spare.

During the discussions I was involved in, I pointed out that if Department 39 were busy (as they currently are) they would not possibly be able to supply the manpower required on this project. This is the reality of the current situation.

So far, Truck Plant personnel have been asked to supplement on the crewcab project. This has come about because Department 39 WFG tool room Weekend Work Crew Personnel are being utilized to do fabrication work for the crewcab project in Department 39 and everyone else in Department 39 is being fully utilized on other work.

ZONE 40 COMMITTEEPERSON'S REPORT

Zone Appeal Denied By Skilled Trades Committee

TERRY McDONALD
SKILLED TRADES COMMITTEEPERSON, ZONE 40

If you read my report in last month's ***Oshaworker*** you will remember that I had appealed the zone changes decision to the shop committee but it was denied. The next step was to appeal it to the skilled trades shop committee, which I did.

The result from this appeal was that the Company would entertain a new zone change proposal if it fell in line with what they were trying to accomplish, then they would give it consideration. A new zone change proposal was drafted and it was presented to the Skilled Trades shop committee but it was rejected by a vote of 6 to 4.

Although I was not happy with the outcome of the vote, I accept it, as this is the democratic process that we use. I must make one point clear, at no time have I ever heard any elected rep saying they would be okay with zone changes if their zone was not impacted. Every elected rep I know had no problem taking more people in their respective zones, but what they didn't want was to lose any of their current areas.

Thank You

Now that the appeal process has run its course I want to thank the trades in South Stamping for standing with me on this issue. Although we were not able to reverse the decision to change the zones back to what they were, we will try to make sure if and when it is ever being contemplated, it will be done in a more democratic way.

Truck Plant

Since assuming the representation of Department 38 (tool & die) in the Truck Plant I have been busy trying to understand that end of the business. I have had two meetings on the CMM machine issue, which as I understand from Jim Mitchell has been an ongoing problem. Most of the documentation pertaining to this issue has been collected and I hope this problem can be resolved very quickly now.

I along with our District have met with Tony Whillans to discuss getting an O/T agreement for Truck tooling. Hopefully this can be done sooner than later as the agreement needs to address supplementation problems for Monday to Friday overtime and weekend overtime.

We still continue to deal with problems stemming from Department 39 having the rights to Department 38 work first. At the time of writing this article I have yet to see the 39 Department in the Truck Plant in any capacity. We will continue to file grievances on this issue when we feel there is a violation.

Battery Plant

Battery Plant management has agreed to put an IMM in the machine shop for four hours a week to get some machine shop experience. We have only one machinist in this shop and we have tried to get a second machinist but haven't been successful in this endeavour. Hopefully down the road this will be helpful in emergency situations, and SPA and vacation times.

The Battery Plant also received some good news as Delphi recently divided their battery plants into two separate groups: those that are profitable and those that are not. Oshawa Battery ended up on the profitable side because of its recent financial showing. Good news for the membership and the plant.

Vacations

As many of you are aware, we need to be submitting our vacation requests for summer vacation period and anything beyond this time period. The deadline for these requests is by April 1st. It also must be noted that failing to get your request in by this date means you will be last to be asked for vacation.

Sign Up Sheets

With the number of contractors in the Truck Plant increasing on any given weekend, please sign the sheets in the supervisor's office if you are looking to work.

So until the next time, see you on the shop floor and remember if you need me *97-2636 or phone 905-644-2636.

Overtime Agreement In Place

– continued from page 21

agreement that is in place. There were some hiccups at first but we hope that is behind us now. I have talked to many of you in regards to the overtime lists for asking. This will lie upon each of you to police the proper charges are being applied. Your supervisors should all have copies of the current lists in their offices or posted in an overtime book. This will help to ensure everyone is charged in accordance to what they have been offered. If you find there is a problem and cannot get a resolve put a call in for me.

Since being elected and dealing with the tooling and line repair trades it has become more apparent to me the total disrespect by management towards us. Whenever a problem arises, such as a breakdown or lost time they must find a scapegoat. We seem to be the bottom of the heap and it is much easier to blame us than admit to their own mismanagement tactics. Overtime is being cut, there are visual inspections rather then proper PM's, and there is a lack of engineering support on third shift. This is not saving the corporation a cent. The tradespeople within the plants can see the equipment deteriorating on a daily basis. Management seems to believe Band-Aid cures can keep us operating and producing quality vehicles. Before long someone will wake up and discover their best resource is in trusting the people who keep the line running and producing vehicles.

A reminder, you have until April 1st to fill out your vacation requests. This allows you to utilize seniority in picking vacations. Ask your supervisor for the form and also have secondary dates picked in case you do not receive your first choice.

"Be careful out there." Recently one of our guys, on his own time, while shopping with his family for a pair of work boots, got into a disagreement with a salesperson. This salesperson then called General Motors complaining. The Company in its wisdom put the employee on notice. The issue was quickly resolved but be careful, I believe General Motors do believe they own you.

Until next time work safely.

APPRENTICESHIP COMMITTEE REPORT

New Apprentice Hiring

JACK McEACHERN
APPRENTICESHIP COMMITTEE CHAIRPERSON

KEITH GIBSON
APPRENTICESHIP COMMITTEE VICE-CHAIRPERSON

General Motors will be hiring a limited number of Construction and Maintenance Electrical apprentices. Applications are available to GM employees and external candidates from March 17 to March 28 at the Hourly Employment Centre (Park Road South — Parts Building). The hours will be Monday to Friday from 8:00 a.m. to 3:00 p.m.. All applications must be returned completed by 3:00 p.m. Friday, March 28, 2003.

All applicants must have a minimum education of Ontario Grade 12 or equivalent to receive an application. Applications must be accompanied by high school and post secondary educational transcripts of marks. Any previous electrical work experience must be submitted on company letterhead from the employer, outlining job responsibilities and hours worked.

Applications will then be processed with points being awarded for educational score and work-related experience. The top applicants will then write a series of aptitude tests at Durham College. The final phase of the selection procedure will be a personnel interview.

We have made available various upgrading courses in conjunction with Durham College over the last six months. If you are interested in any of these courses, don't hesitate to contact us for more details.

Welder Graduation

We would like to congratulate the previously laid off tooling tradespeople who completed their retraining as welders on January 6, 2003. These apprentices were the first people to complete the new Ministry of Education and Training Red Seal "welder" Apprenticeship program.

First Year Electrical Apprentices

The first year electrical apprentices have completed an eight-week basic block release program at Durham College as well as the 10 weeks basic training course in the apprentice-training center and are now working on the shop floor. The average mark at Durham College for this group of apprentices was over 90 percent. Congratulations to Wayne Stickwood for achieving the top average of 96.5 percent. These fantastic results prove that our rigorous apprenticeship selection procedure is working.

At the time of writing this article the first-year electrical apprentices will have received an entire compliment of quality tools, which was also negotiated in 2002 bargaining. This should be a great advantage over the previous method of tool allowances, which were given every 1000 hours. Apprentices will now have all the tools needed for their trade at the beginning of their apprenticeship.

Any questions? We can be reached at 905-644-3976.

17TH ANNUAL MEMORIAL
Skilled Trades Hockey Tournament
NEWCASTLE VILLAGE ARENA
SATURDAY, APRIL 5, 2003
One Division
Las Vegas draw tickets available from Skilled Trades throughout the plant.
Family Fun includes Videos, Face Painting, Clown, Magician, Family Skate & Outdoor Barbecue
C.A.W. SKILLED TRADES OSHAWA
SCHEDULE OF EVENTS
8:00 a.m. Breakfast and Hockey
11:00 a.m. Outdoor Barbecue
1:00 p.m. Clown
2:00 p.m. Family Skate
3:00 p.m. Magician Earl Brown
All proceeds donated to local charity.
Admission for ALL of this — a non-perishable food item for the Clarington East Food Bank.
PLAN TO ATTEND!

HEALTH & SAFETY REPORT

Asbestos Awareness Training

LARRY
CARROLL
CERTIFIED
CAW SKILLED TRADES
HEALTH & SAFETY
REPRESENTATIVE

AL
McPHEE
ALTERNATE CERTIFIED
CAW SKILLED TRADES
HEALTH & SAFETY
REPRESENTATIVE

Work continues on the asbestos awareness training to be rolled out to the WFG trades by late February. This training came about because the number of incidences of our trades being exposed to the dangerous fibers was on the rise. We believe that informing and training our people to recognize and understand exactly what the dangers are will help curtail exposure. But more importantly, along with asbestos awareness, we must be more pro-active. The *only way* to prevent accidental exposure is to perform the Pre-Job Hazard Awareness check list.

The concept is very simple: before work is assigned to a tradesperson, a Pre-Job Hazard Awareness procedure will take place. Hazards such as identification of all energy sources that must be locked out; and identifying chemicals, fire and designated substances. We can identify asbestos in the workplace by using the Grid Asbestos Survey that was completed showing all known asbestos in the Oshawa complex. By identifying asbestos in the immediate area it can be removed prior to the job assignment ever beginning. This will prevent our trades from ever being exposed to asbestos in the workplace. Awareness combined with training is the first step to making this possible.

CPR Training

Peter Robertson from the training department will be in the Car Plant, including Tri Link, conducting CPR training to all employees who want this training. Call your supervisor and request the CPR training. Great work Peter.

Car Chassis Plant

As of ***Oshaworker*** deadline, a TABRA (Task Base Risk Assignment) is underway focusing on various tasks in Chassis: marriage, shuttle and AMS repair areas. We will be involved in this process along with trades who perform these tasks.

Battery Plant

The confined space survey is complete in the Battery Plant. The identification and precautions that need to be taken before entry into a confined space are posted.

HEALTH NOTES: Stress in Your Life

Stress is a difficult emotion to pinpoint since everyone perceives it differently, experiences it differently and copes with it differently. It is a state of tension that's created in response to the demands and pressures from work, family and other external sources. It also results from sources that are internally created, from self-imposed demands, obligations and self-criticism.

Stress can be triggered by many different things: happy events (a promotion, beginning a new job, or buying a new home), sad events (a death in the family, insecurity about your job or losing your job), and physiological occurrences (allergies, changes in your health or working more than your regular scheduled hours).

One thing is for sure, many people feel stressed often. According to the 2001 Canadian Mental Health Survey, three quarters (76 percent) of Canadians feel really stressed at least once per month and about half (51 percent) stated that work is a contributor to serious stress. But stress in the workplace may not necessarily be seen as a bad thing all the time. Forty-one percent think that the amount of stress they face has a large or somewhat positive impact on how they perform their jobs. On the other hand, 34 percent believe that it has a large or somewhat negative impact.

For workplaces, the cost of negative stress can be astronomical. Employee stress can result in burnout, absenteeism, reduced productivity, costly mistakes, poor morale, high employee turnover, increased health insurance costs and family, alcohol, gambling and drug related problems.

Diet And Stress Connection

A healthy diet won't prevent stress but it will help you react well when a stressful situation arises. A healthy diet helps the body fight infections and illnesses that can occur during prolonged stress.

To help handle stress:

- Eat a well balanced diet by following the Canada Food Guide to Healthy Eating
- Eat at least three meals a day
- Make mealtimes a chance to slow down and relax
- Enjoy meals with your family and friends
- Choose healthy snacks such as popcorn, pretzels or low fat crackers, low fat yogurt or fresh fruit when you feel the urge to eat to deal with stress
- Have small frequent meals to help overcome the urge to overeat
- Cut down on caffeine sources such as coffee, tea and soft drinks

Although there are many supplements marketed claiming to help relieve stress, all claims are not supported by research. There is no substitute for a healthy, balanced diet.

Congrats to Paul Piels Jr. on a well deserved retirement. His experience and knowledge will be missed. Best wishes Paul!

Till next issue, Play it Safe.

Employee Counselling Program

NEW LOCATION!

Located at
850 Wentworth Street West,

Union Counsellors work in confidence to assist you and your family to solve any type of problem. This program is also available to spouses and retirees.

Your Union Counsellors

Steve Bobas
905-644-4283

Sharron Kehler
905-644-4282

Crystal Ball Still Cloudy On Pensions

March was a hectic month for retirements, 86 members took the plunge, making March 1, 2003 one of the busiest retirement dates we've had.

Unfortunately the coming months aren't going to be as busy, as we have taken care of the first batch of letters that went out since the contract settlement, with no more letters in sight.

When will more letters come out? That's the $60,000 question. I don't have a crystal ball so I can't predict the future. For those waiting for a letter, all I can say is you will get one when we have layoffs. Summer is coming and that means students being hired, so it also means no one is laid off, which means no letters. If your plan is to retire between now and September 1, 2003 you'll do so without the $60,000. Once retired, if letters come out, you will not qualify.

Rumours are flying that more letters are coming out. As of writing, I'm being told there are no letters coming out in the foreseeable future; this should put that rumour to rest! Don't listen to rumours, get the facts! Charlie and I are just a call away.

BILL **MUTIMER**
ALTERNATE PENSION REPRESENTATIVE

My article last month showed pension benefits for the next three years. In the column where it states about the Spouse Benefit coming off of your monthly benefit, and then the amount of your spouse's pension when you pass away; the spouse cost actually comes off your basic pension and your spouse gets 66.66 percent of the remaining basic, not the remaining money after full pension. For example, for 30 years in production you get a basic pension of $1,749 and Special Allowance of $1,221 for a total pension of $2,970. The $87.45 spouse cost is *subtracted* from your basic of $1,749, leaving you a basic of $1,661.55 plus Special Allowance of $1,221 for a

see **CRYSTAL –** *page 26*

GENERAL MOTORS RETIREES

Our Best Wishes go out to the latest group of GM retirees.
Good luck to each and every one of you. We wish you all the best in your future endeavours.

CHARLIE **PEEL**
PENSION REPRESENTATIVE

BILL **MUTIMER**
ALTERNATE PENSION REPRESENTATIVE

Name	Dept.	Years of Service	Retirement Date
Fraser F. Anderson	70	30.3	March 2003
Noel O. Ashby	70	41.4	March 2003
James P. Bedore	68B	39.5	March 2003
Vili Bertok	49G	20.3	March 2003
Robert D. Braithwaite	36	20.2	March 2003
Allan C. Brown	53	40.4	March 2003
Russell G. Brownell	50	38.3	March 2003
Emilien Bouchard	49H	16.1	March 2003
Gordon A. Burnet	90	38.3	March 2003
Patrick A. Campbell	44B	39.4	March 2003
Mervyn E. Dennis	52	40.6	March 2003
Tristao C. De Sousa	44A	40.7	March 2003
Joseph M. Dhaene	94	38.3	March 2003
Frederick G. Drinkle	44B	43.3	March 2003
Robert V. Edgar	44A	41.0	March 2003
Larry J. Frost	70	39.2	March 2003
Daniel J. Gabona	4C	39.0	March 2003
Edward G. Galley	44C	44.4	March 2003
Terrance D. Graham	49C	35.8	February 2003
William J. Grant	4C	41.2	March 2003
Dale Haines	52	40.6	March 2003
David J. Haslam	4C	39.3	March 2003
Robert F. Harris	8	39.4	March 2003
Donald A. Hildenbrand	8	38.1	March 2003
John S. Johnson	94	22.7	March 2003
John K. Johnston	44D	39.5	March 2003
Charles D. Kelleher	70	39.2	March 2003
Robert A. Kemp	20	41.5	March 2003
John A. Kitchen	8	38.3	March 2003
H. William Knapp	51	40.3	March 2003
Ray G. Larmer	41	46.4	March 2003
D. Wayne Lee	20	39.6	March 2003
Stewart D. Linton	70	38.2	March 2003
Donald A. Livings	36	20.2	March 2003
Joe Longlade	50	41.3	March 2003
Frank S. Macko	50	38.3	March 2003
Thomas McKeever	90	43.3	March 2003
Stanley G. McKelvey	20	40.3	March 2003
William S. McReelis	68B	38.4	March 2003
Edwin H. Michael	66B	39.3	March 2003
Larry R. Michael	41	41.4	March 2003
Donald R. Mosley	94	38.3	March 2003
Joseph Pahic	36	38.2	March 2003
Kevin M. Pasowisty	94	22.3	March 2003
Wayne "Cec" W. Robinson	43B	39.2	March 2003
Ronald Rousselle	49C	16.1	February 2003
Ronald E. Rowe	68B	40.5	March 2003
Kenneth R. Shelley	4C	41.2	March 2003
Robert A. Shelley	4C	40.7	March 2003
Stephen E. Sheridan	49C	30.3	March 2003
Giulio A. Sirizzotti	68B	40.4	March 2003
Malcolm E. Smelt	82	39.4	March 2003
Wayne A. Stainton	50	39.3	March 2003
Gerald A. Stedman	70	38.3	March 2003
Gerald J. Sudsbury	30	39.3	March 2003
Eleanor M. Tkatch	44A	46.8	March 2003
Ronald E. Topple	20	40.6	March 2003
J. Vincent Tuepah	4C	41.2	March 2003
Johanes T. Vanderveen	27	43.4	March 2003
Gordon S. Walter	43T	40.8	March 2003
Norman E. Whiteley	20	45.1	March 2003
Robin D. Whitfield	41	39.5	March 2003
Alan A. Wilde	90	39.4	March 2003
Dennis R. Yacknowiec	49G	30.3	March 2003

We would also like to congratulate the following A.G. Simpson retirees: Frank Stoff with 28.5 years and Sung Huang with 13 years, who retired January 31, 2003; and from Whitby Transit, Lyle Linn who retired February 17, 2003, with eight years service.

Asbestos Training Begins

PAUL
GOGGAN
CERTIFIED H&S REP, CAR BODY, HARDWARE & SOUTH STAMPING, PRODUCTION & SKILLED TRADES AND CAW LOCAL 222 EXECUTIVE BOARD MEMBER (TRUSTEE)

The Joint Health & Safety Committee spent two days in February going over the new course material for the asbestos training course that will start shortly. The first group to go through the training will be all the pipefitters. The course material covers all the information dealing with asbestos that our skilled trades members need to know to ensure their safety. We have a new asbestos management program that will be added to all the survey books. The safe work plans and pre-job inspection sheets have been written and agreed to.

On behalf of the Car Plant Safety reps we would like to thank the following WFG employees for their help with preparing this course, Al McPhee, Jeff Cowan, John Goulding, Brad Greentree and Dan Coulson. I would also like to thank WFG Management and Car Plant staff for addressing this serious issue in a quick and professional manner. I believe everyone understands that asbestos kills and hopes that this course material and training protects all workers in GM from any future exposures.

With everything in place now, we need to seriously look forward to an asbestos removal plan for the Car Assembly Plant. I have had discussion with Ivan Novak and Gerry Meek on this issue already and plan further meetings in the near future.

Dennis McDermott

On February 13, 2003 Dennis McDermott passed away in Peterborough, at 80 years of age. Dennis served as president of the Canadian Labour Congress from 1978 through 1986, following 10 years as Canadian director of the United Auto Workers (now CAW-Canada).

On behalf of the Executive Board of CAW Local 222 and all our members we extend our condolences to his family.

Dennis made a very important contribution to our union, the labour movement and the country as a whole. He had a long and respected career as a model for effective trade union leadership. Dennis will be remembered for advancing human rights issues, labour's political action and outreach to workers and their unions around the world.

A memorial service will be held at a later date. The family has requested that donations in memory of Dennis McDermott be made to the CAW Social Justice Fund. Cheques should be sent to CAW Social Justice Fund, 205 Placer Court, Toronto, ON, M2H 3H9.

Gate 5

On February 13, 2003 a meeting was held in the Car Plant by several different groups to discuss the problems at Gate 5. At this meeting Car Plant Chairperson Jim Hoy made it very clear to everyone that he expects Car Plant management to build the bridge across Park Road. For everyone's information, it has now been professionally estimated to cost $2.5 million for this bridge. Hopefully management will now move forward and have the bridge installed.

Paul Piels Jr. Retiring

I would like to take the opportunity to wish Brother Paul Piels a long and happy retirement. Paul has done an excellent job over the years as the Shift #2 Chassis Health and Safety rep. For about the last year he has also acted as the Health & Safety Coordinator for the entire Car Assembly Plant. Paul was a long-standing elected representative of CAW Local 222 and on behalf of the Executive Board and the CAW Safety Department we wish you a peaceful and joyous retirement.

Always Remember

"There is no job so important or so urgent that it cannot be performed safely." Remember work shouldn't hurt.

Best Advice

Ask lots of questions and stay safe on your job. That's the best advice anyone can give a worker about safety. If you don't understand something, ask your Supervisor. Your Supervisor is required by law to answer your questions or get someone competent who can answer your questions. It is not good enough to tell workers that the safety department has approved your job, therefore it's safe. If you are not happy with your Supervisor's answers then tell him/her you want to see your CAW Health & Safety Rep.

Telephone

Until next issue, remember fighting back does make a difference. You can reach me at home 905-435-0900 or work 905-644-3608. My pager number is 1-800-361-6793 pager 3608. My radio number is also 3608. My e-mail address is paul.goggan@gm.com. Please remember that the Union cannot help you unless we know what your concerns are.

Crystal Ball Still Cloudy

– continued from page 25

total pension of $2,882.55. Your spouse gets 66.66 percent of your $1,661.55 basic, not 66.66 percent of total pension of $2,882.55, leaving your spouse a pension of $1,107.56/month.

I hope this clears up any misunderstandings.

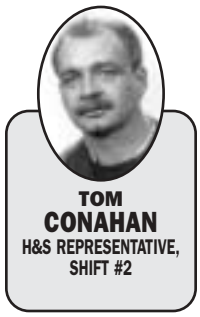
I'd like to thank Bill Carswell for helping us out on pensions. Bill stepped in to replace Charlie while Charlie is at the Union Hall. Thanks Bill!

Until next time.

CAW Child Care Services
* Licensed Facilities * Qualified Staff
* Early Childhood Educators
* Parental Involvement * Extended Hours
* High Quality Program * Nutritious Meals
Available To CAW Families of General Motors, Local 222
(including grandchildren of active members)
905-438-1771
1440 Ritson Road South, Oshawa
CAW TCA LOCAL 222
123

Truck Safety Concern Forms

LARRY HEFFERNAN
H&S REPRESENTATIVE, SHIFT #1



TOM CONAHAN
H&S REPRESENTATIVE, SHIFT #2

BOB THOMPSON
H&S REPRESENTATIVE, SHIFT #3

RICK BORG
ALTERNATE H&S REPRESENTATIVE, ALL THREE SHIFTS

Approximately five years ago in the Truck Plant, a Safety Concern Form process was developed so that if a worker raised a safety concern with his or her supervisor there was a paper trail following your concern. The forms and process have been modified over the years.

All of these changes came about because we have been tracking the progress and closing the communication gap between the supervisor, worker and your Health and Safety Representatives.

At the present time when your concern is filed, the Health and Safety Representatives automatically receive a copy of your concern when the supervisor fills it out, but in some cases we have to chase down the progress of the form to see if the work has been completed.

In the future your supervisor and those who receive the automatic generated concern will also be automatically sent any correspondence that pertains to the concern on file. This will allow your supervisor to update you on your concern.

We attend a meeting once a month to discuss all concern forms that are open. Some of these concerns take longer than others to resolve, as some require equipment or tools to be ordered that are not available in the plant. These meetings are a benefit to the members we represent as a lot of the concerns that are open just need us to pressure upper management to make some of their floor supervisors follow up and resolve your concerns.

If you have a Health and Safety Concern Form filed that has not been resolved and want to be updated, do not let your supervisor off the hook, as they are responsible under the Occupational Health and Safety Act to insure your safety while in the workplace.

If you are having difficulty getting information about your concern from your supervisor ask him or her to contact your Health and Safety Representative on your shift. This alone should get their attention. The Health and Safety Concern Form process will only work if all parties adhere to and follow the guidelines.

Overhead PM Program

Another issue that was raised at the Joint Health and Safety Meetings was that the Company was falling behind in getting the overhead PMs completed on time. After numerous meetings this issue has been resolved. There is a new Overhead PM schedule with very strict time frames to have all overhead PMs completed by our skilled trades. The procedure also states that new tags be used, with the PM dated and colour coded so that anyone can look up at the tag and visually see the PM was done at the appropriate date.

With this new procedure there will be training given to all trades that perform this work. Some trades have received the training and others have not. The Truck Plant must be consistent and train everyone who does overhead PM and not just some departments or areas because they do more PMs than others. We would again be remiss if we did not thank the skilled trades workers who supplied us with their information and expertise to allow us to prove that the PM's were not being completed on time.

Potable Water Testing Procedure

In the Truck Plant we have implemented a water testing procedure. Each area in the Truck Plant where the water fountains are located will be tested each year to determine the quality of the drinking water. This breaks the Plant into four areas and there will be four sets of tests done each year with samples sent to a company called Maxxam Analytics for testing. The results will be faxed back two or three days after testing.

In this day and age there have been many articles written about tainted water and we felt it's about time the Truck Plant be proactive in testing each area in the plant, instead of the hit and miss testing system they did in the past. This also allows us to quickly test a water fountain that turns dirty, shut down the fountain, have the bottles sent in and have the testing done and get the results back much quicker than in the past.

Battery Plant

Prior to the Christmas shutdown there was an explosion in the reverb furnace in the Battery Plant. Some areas of the plant were filled with smoke and you could smell it everywhere.

At first management in the Battery Plant tried to tell us that it was from an aerosol can in the garbage that caused the explosion. We did not buy this explanation, as there was a hole in the exhaust system that could not have been caused by a can.

We demanded the Company bring in furnace experts to investigate the explosion. The company that came into the plant was called Complete Combustion Services Limited. Their findings were as we suspected and that was, the aerosol cans could have not done this type of damage. They found out there was a build up of gasses in the furnace and with a combination of the heat and fire it would cause the explosion.

To rectify this they made some recommendations the Company could do to try to eliminate the possibility of explosions in the furnace. The main recommendation was to install limit switches that would detect the buildup of gasses and shut down the furnace before it caused an explosion. To date all the work has been completed and hopefully this eliminates the explosions.

Management in the Battery Plant caused a great deal of confusion as some areas of the Plant evacuated and others were told by their supervisors to stay in the plant. In the future do not listen to your supervisor if you feel that your health is in danger; use the work refusal process that is in the Occupational Health and Safety Act Sec. #43. If you have a safety concern that you feel does not put you in immediate danger but would like to have your concern addressed, use the Health and Safety Concern Process that is in place.

We feel that in this case the entire Battery Plant should have been evacuated. If this happens in the future and if your supervisor disagrees with you, use Sec. 43 of the Act and ensure that your CAW Health and Safety Representative for your respective shift is called and made aware of your refusal before the Company forces you back to work or reassigns you to alternate work.

We would like to remind all workers in the Battery Plant to dispose of all aerosol cans into the waste containers clearly marked for these containers. If these cans go into the garbage and get dumped into the reverb furnace they could explode and seriously injure the operator who loads the garbage into the furnace.

Until Next Time Work Safely.

SUB REPRESENTATIVES' REPORT

EI Clawback Reimbursement Tips

DAVE MURPHY
SUB REPRESENTATIVE

DALE MILLSON
SUB REPRESENTATIVE

TERRY WILSON
ALTERNATE SUB REPRESENTATIVE

To make application for the E.I. clawback reimbursement you will first have to file your 2002 tax return with Revenue Canada. When you receive your notice of assessment back from Revenue Canada photocopy your assessment plus all of your T-4, T-4A and T-4E tax slips and any WSIB T5007 tax statements you have. Then you will have to make application to the SUB office (applications are available at the Union Hall and from your SUB reps).

The amount of clawback available to you will be on line 422 (social benefit payment) of your tax assessment, minus 10 percent tax. The clawback reimbursement only applies to GM earnings. All income and or tax slips received from any other source (e.g. investment income (T5), other non-GM employment (T4), capital gains, etc) that may cause net income to exceed the repayment threshold, will not be considered in the reimbursement calculation.

1999 Signing Bonus Appeal

At the time of writing this article the Oshawa E.I. office is almost done assessing the affected claims. Once the Oshawa office has completed assessing all the claims they will be forwarded to the Belleville E.I. office for reassessment and processing.

The time it will take the Belleville E.I. office to reassess and process any payment was unavailable at this time.

Union Benefit Requests

When having your supervisor put a call in for us make sure your supervisor faxes the call to the correct fax number of 905-644-4608. If you haven't seen us within a couple of days after you have put in the call, ask your committeeperson to page us for you as we have not received your call. We have had some supervisors faxing the calls to the wrong fax number or just not putting the calls in.

When asking your supervisor to fax a call to any of your in plant benefit representatives be sure your supervisor requests the correct representative, SUB and EI Rep, Pension Rep or Insurance and Healthcare Rep.

In Plant Phone Numbers

Dave's office number is 905-644-1541, inside plant pager *97-8525, out of plant 1-800-361-6793, pin 8525.

Dale's office number is 905-644-7839, inside plant pager *97-8099, out of the plant 1-800-361-6793, pin 8099.

Terry's pager is *97-8555, out of plant pin 8555.

Until next time, take care.

SERVICE REPRESENTATIVE'S REPORT

1999 Bonus Appeal Update

MIKE McPHEE
SERVICE REPRESENTATIVE & EXECUTIVE BOARD MEMBER

The claims have all been calculated and are being sent to Belleville to be processed.

There is one concern that was brought forward. E.I. will be using your current address on file.

If anyone has moved since October 1999 they should come forward, because their E.I. information claim results will be going out to the address on file that E.I. has.

Remember, every claim result is not the same, so don't judge your results against anyone else's. If and when you get your information and you need it explained come forward. They could not give a set date but they said maybe mid to late March. We will have a meeting before all the letters go out, so we are well-briefed and can answer all of your questions. Once we have copies of all these letters we will forward them to the SUB office to get your SUB monies back.

Once again, thank you for your patience on this issue.

Who Killed Dudley George?

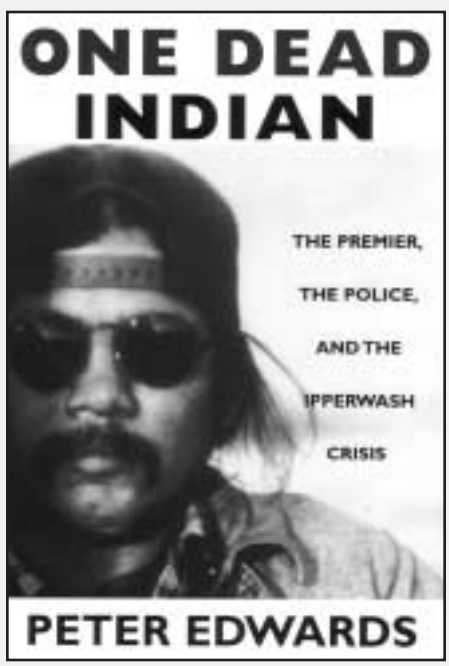
An evening in support of a public inquiry and the Ipperwash Justice Fund

Sponsored by the CAW Local 222 Human Rights Committee

Tuesday, April 15, 2003
7:00 – 9:00 p.m.
CAW Local 222 Union Hall

As of now, the Eves and Harris governments have refused all calls for a public inquiry.

Hear from
Peter Edwards, author of One Dead Indian
Sam George, brother of Dudley George
Murray Klippenstein,
lawyer representing the George family



Annual Benefit Statements (Blue Books)

Our benefit statements (Blue Books) will be mailed out in March. Some of you might have them by the time you read this article. When you get your benefit statement make sure you look it over very carefully to make sure that all the information is correct.

If there are some errors or omissions call the GM Canada Benefit Centre immediately at 1-800-442-4625. Have your PIN handy when you call them. Tell them what is wrong and ask them to correct it. You can also put a call in for your in-plant benefit representative, or give us a call at the Union Hall so we can help you with your Benefit Statement (Blue Book) errors or omissions.

Note: There was a misprint in my February article. The Green Shield phone number is 1-888-711-1119.

Criteria For Visco-Supplementation

DON **THOMPSON**
GM INSURANCE REPRESENTATIVE

DOUG **CROUGH**
SERVICE REPRESENTATIVE

Many of our members have been asking about the newly-negotiated benefit, visco-supplementation.

Visco-supplementation therapy is a new benefit with coverage of up to $300 per treatment cycle, to a maximum of $1,200 every three years. Such a procedure must be pre-approved through Green Shield, i.e. an authorization form for prosthetic/orthotics devices/medical equipment/ oxygen must be filled out by yourself and your respective doctor. The following is the eligibility criteria for visco-supplementation:

a) Documented medical evidence indicating why surgery is not a viable alternative; and

b) Medically required as a result of severe osteoarthritis. Claimants must provide such other information as may be required by Green Shield Canada's medical consultants; and

c) Treatment must be prescribed and administered by an orthopedic surgeon; and

d) Benefit will not be eligible when prescribed within one year of the provision of a custom-made knee brace under this plan.

Dependent Group Life Insurance

The open enrollment forms for Dependent Group Life Insurance will be mailed out around April 2003. There will be a one month open enrollment for active employees, which will allow them to enroll in the next higher schedule without evidence of insurability.

Any employee at work who has not previously enrolled may enroll in Dependent Group Life Insurance without evidence of insurability in the lowest schedule.

Green Shield Requires You To Fill In New Forms

DAVE **THOMPSON**
GM INSURANCE REPRESENTATIVE

Green Shield has advised the Union that there are new forms to be completed for the following drugs: Viagra, Xenical and Meridia. This is when you need a prescription. The new forms are available from Green Shield by calling 1-888-711-1119. Also any other drug that is new should be checked through this phone number.

New Dependent Insurance

The dependent group life insurance program has been improved by adding two new schedules of $55,000 and $60,000 for spousal insurance and two new schedules of $22,000 and $24,000 for children.

There will be a one month open enrollment for active employees which allow them to enroll in the next higher schedule without evidence of insurability.

Oshawa Elections

I have registered as a candidate in Ward 2. I will be outlining my position in the next issues, but one of my first priorities will be more recreation facilities for our family members. I have a plan for this.

Remember trust the Union not them...

GM Benefits Outlined

BARRY **GRILLS**
ALTERNATE GM INSURANCE REPRESENTATIVE

Vision Care

The vision care plan was improved at the last set of negotiations by increasing coverage to:

- Single Vision $170 every 24 months
- Bifocal $225 every 24 months
- Contact lenses $180 every 24 months
  If medically necessary you may be eligible every 12 months
- Multi-focal $295 every 24 months

The multi-focal amount may now be applied toward laser eye surgery. This benefit would be in lieu of any claim under the vision care plan for the next 48 months. You should check with Clarica to insure that the 24 months has elapsed before purchasing a new pair of glasses. You may call Clarica at 1-800-268-2893. Have your Clarica card available, as they will require your ID number.

In-Home Nursing Care

Our plan will pay for the in-home services of a Registered Nurse (RN) or a Registered Practical Nurse (RPN) six hours a day, seven days a week up to a maximum of $12,000. You must be pre-approved with Green Shield before receiving this benefit. Homemaking services are covered up to five hours per week at $25/hour maximum in situations where in-home nursing services are required. These services are included in the $12,000 annual maximum. When the annual maximum for these services has been reached, up to two hours/day are available for RN services for the balance of the year. You may contact Green Shield directly by calling 1-888-711-1119. Have your Green Shield card available as you will be required to give your Green Shield ID number. If you have lost your Green Shield or Clarica card, put a call in for your benefits representative through your supervisor so that we may get a new one sent out to you.

Until next issue I remain in solidarity....

Some Do Make A Difference

CHRISTIAAN TIMMERMANS
HUMAN RIGHTS COMMITTEE CHAIRPERSON

The International Day for the Elimination of Racial Discrimination will be held on March 21st. It is a day that the international communities are to stand up and say no to racism.

The struggle is far from over. We see conflicts between Arabs and Jews; warlords fighting for control in African countries that are so poor that the effort to survive daily seems insurmountable. And now, as I prepared this article, there is an extreme possibility of war with Iraq; a report that North Korea has nuclear weapons capable of reaching the western shores of the United States; and word that Osama bin Laden is up to something, which gives even more urgency for people to stand up and say no. A resounding no to violence in our world, in our country and in our communities needs to be heard.

Those who seek to destroy one culture are in fact destroying many cultures, even their own. Because the world has become so small, we are all interwoven and we have produced a rich tapestry of diversity that will be extremely difficult to unravel, as much as some will try. The Canadian people can take great pride in the tapestry of our country. Canada's history is rich with stories of how we opened our arms and our land to every one without prejudice. The people who come to this country bring with them many talents and traditions that have helped enrich all our lives. It has been said that you cannot choose the country to be born in but you can choose the country you want to live in and a recent world poll ranked Canada as the preferred country to live in. Our policy of equal opportunity and diversity of culture makes us the choice over other countries. Canada gives the newcomer a chance to enjoy freedom and freedom is something that many of us often take for granted. Foreign leaders of the fight to end racism state that Canada is now the benchmark for other countries to follow in the struggle for racial equality. We must not sit back and be smug at the rest of the world with this honour. We have problems that must be solved in this country before we can truly say that we treat everyone equally.

Our native communities need to be addressed. The wrongs of unfair treaties must be righted and there must be a new understanding of what it means to be aboriginal in this country. The aboriginal peoples must be treated with the same dignity and respect that non-aboriginals expect. This is only beginning to happen in Canada. Another issue that must be addressed is the inner city gangs from various cultures that through their urban warfare with each other are terrorizing the people who live in our downtowns and the threat that this conflict will soon begin to spill over into the suburbs. We must understand why the youth of these cultures cannot accept one another. If prejudices are being held onto from their former country then we must teach them to understand what it means to be Canadian. That differences in cultures must be embraced and tolerance and acceptance is paramount.

There are some who have made a difference in Canada. People who have stood up and said: "no, this is wrong and we must fix it. We must make it right." As I said, this is just beginning to happen for the aboriginal peoples of this country. And as for our communities, there are people standing up and making a difference. One such person is, I'm proud to say, a brother in our own Local 222. A person who is making a difference right here in Durham Region is Richard Davidson from A.G. Simpson. Brother

see **SOME –** *page 31*

Affordable Housing Crisis

LARRY O'CONNOR
POLITICAL EDUCATION COMMITTEE MEMBER

I have written several times over the last couple of years about the lack of affordable housing and I wish I had better news. The lack of safe, accessible, affordable housing is still the number one issue my constituents call me about. Around Christmas I received a call from a constituent who was living in extremely affordable housing. She was only playing $200 per month for her rent. When I went to listen to her about her housing challenge I knew it was time to speak out again.

Without getting too personal, I will share with you what I saw that freezing cold winter day. She was living in a single room about 12 x 18 over top of a storage unit, with blankets and an old sleeping bag to block the draft from coming into her living quarters. It did have a special charm and must be nice in the summer since it overlooked water. The problem was when the temperature with the wind chill dropped to –35ºC outside; the best she could get for indoor temperature was 65ºF. Here was a woman living with a progressively debilitating illness living on Ontario disability benefits and stuck on a waiting list for housing. She is rapidly losing her mobility, so the poorly kept walkway and her narrow stairs are getting more difficult to climb all the time. She really should be applying for a scooter to get around with, but she would have no place to store it. It must feel like you can't get any support other than getting on the housing waiting list. All you can do is hope someone moves out, or in the case of a senior building... you get the picture.

The Federal Government claims that it wants to increase the supply of new rental affordable housing for low-to-moderate income renters. In fact, the Canadian government has entered into agreements with most provinces and territories to tackle this challenge. In most cases the housing agreement states the units must be affordable for at least 10 years. In Ontario, the agreement is for 15 years and the housing provider can negotiate an additional five years. You see the provincial, territorial and federal governments have somehow figured that the private sector will enter into a building partnership with the taxpayers paying up to $25,000 per unit to build the housing. The builder will rent out the unit and when their agreement ends they can sell the housing stock. Yes, it is like a loan to a landlord and they keep the profits by flipping the housing we taxpayers have paid for after 10 to 20 years.

In Ontario, the province is willing to rebate their sales tax up to $2,500 per unit. Does that mean that the Conservative government is now helping the construction of new affordable housing? Premier Eves needs to know that government hasn't really made much of a commitment to the people needing housing; especially since the expectation is the municipality will match their funding. That isn't all. The municipal and charitable non-profit housing providers are only permitted to have 25 percent of the housing units allocated to their area. In Durham that means 50 of the 200 housing units the province announced last summer. I guess we should have a lot of private landlords happy.

We need all the affordable housing that our governments can help to provide, but surely we will need it beyond 15-20 years. We need our upper levels of government to create a level playing field and recognize that they must help build affordable, not for profit housing. The Region has taken on the administration of social housing in Durham, but we can't do it alone. I want the Prime Minister and Premier to help me find a solution for the woman I told you about in this article.

Plenty Of Course Choices

LYNN ARGUE-HOGARTH
EDUCATION COMMITTEE CHAIRPERSON

The CAW McMaster courses being offered this spring are:

Labour in Document Film beginning at the end of April from 6:30 p.m. to 9:30 p.m. at the Union Hall.

World Politics in the Age of Terrorism runs April 9, 16, May 7 and 14 from 6:30 p.m. to 9:30 p.m. in the Truck Plant video-conferencing room, enter through Gate 8.

The McMaster/CAW courses are a nine credit Labour Studies certificate course. These courses can be used at Athabasca or McMaster University to put towards a degree.

Our next Local Union Seminar courses will be on Wednesday, March 19, Shifts #2 and #3, and March 26 Shifts #1 and #3. Class sign up is from 3:30 p.m. to 4:00 p.m.; dinner is at 4:00 p.m. and classes start at 4:30 p.m..

You can choose from:

1. **Aboriginal and Workers of Colour;** instructors Rick Cleveland or Cash Prasad
2. **Steward Training;** instructor Paul Goggan
3. **Budgeting,** Auto Workers Community Credit Union
4. **Family Law,** Gregg Valentine, Pat McWade, Ron Davey and a CAW lawyer
5. **Health & Safety,** Barry Arseneau and Bob Ambrose
6. **Breast & Testicular/Prostate Cancer;** TBA
7. **Human Rights;** Rick Cleveland or Cash Prasad
8. **Labour Law;** CAW National lawyer John Lang
9. **The CAW and You;** structure of the CAW, and how our Union benefits you
10. **Violence in the Workplace;** Sandy Carricatto, National Instructor from Local 1090
11. **French to English** (beginners)
12. **Boating Course;** limited space, $35 to be paid at the door
13. **CPR;** CAW members only, Peter Robertson, Health & Safety Co-ordinator

The Research Department at the National Union has developed a new one-day **Employment Insurance** course. This will be run in April. If anyone is interested please fill out a form and take it to the Union Hall, or leave a message.

This course will give you the basics on how to file a claim. It also helps when filing an appeal. It will let you know how maternity, parental leaves affect your entitlement, as well as how vacation pay and severance pay affect your benefits. This seminar is designed to provide the individual, local unions as well as CAW leadership in assisting members in two 3.5 hour courses.

For the members in the Peterborough area, the Peterborough and District Labour Council and the United Way have scheduled the 7th Annual Union/Peer counsellor session to begin March 26, 2003. This series will run each Wednesday evening from 7:00 p.m. to 10:00 p.m. for eight weeks. The costs if $95. For more information please call 705-742-8839.

Special thanks to Lesley Poole for speaking to the Education Committee on women's self defence seminars. Lesley is a fifth degree black belt. For information please call 905-440-5209.

Some Do

– continued from page 30

Richard works tirelessly to improve race relations in our region. He is president of the Multicultural Council of Oshawa Durham. His work there is constantly setting new standards and it is not going unnoticed. He was just recently elected Chairperson of the CAW Council's Aboriginal/Workers of Colour Caucus. I am confident that, with Richard's leadership, the bonds between all our brothers and sisters will be greatly strengthened.

It is my opinion that with people, like Brother Richard Davidson and others who are willing to stand up and make a commitment to make this world a better place with understanding and respect for each other that one day, March 21st will just be a footnote in the history books. Some will make the difference. Will that someone be you?

McMaster/CAW Course Application

Course Date

Your Name

Address Phone

Name of Unit Plant Name Your Area Shift # (if any)

1st Choice **Name & No. of Course** 2nd Choice

Local Union Seminars Application

Course Date ❑ March 19 (Shifts #2 and #3) ❑ March 26 (Shifts #1 and #3)

Your Name

Address Phone

Name of Unit Plant Name Your Area Shift # (if any)

1st Choice **Name & No. of Course** 2nd Choice

Employment Insurance Course Application

Your Name

Address Phone

Name of Unit Plant Name Your Area Shift # (if any)

YOUTH COMMITTEE CHAIRPERSON'S REPORT

Youth Committee Initiative

JOHN MacDONALD
YOUTH COMMITTEE CHAIRPERSON

I'd like to acknowledge the Local 222 Executive for the assistance they've contributed in the moulding and shaping of this Youth Committee and the members and affiliates of the committee itself, with a big thanks to Mike Shields, Terry Spence and Wayne Murphy for the support they've shown for youth involvement from day one in and out of the hall.

We apologize for not having an article printed in the ***Oshaworker*** in a while. You may sometimes think to yourself: "What is the Youth Committee all about and what is their purpose?" Well if you look around you on the job you may see a lot of young people working next to you without any indication of what their rights are within a workplace, what solidarity means or is all about, and what our forefathers and foresisters have gone through to get where we are today. Some youth either forget or are unaware of the fights that our Union has gone through over time to progress to where we are today.

The Youth Committee is here to educate, initiate and support social issues as well as provide information about rights on the job and information about how to involve yourself as a young worker within your job and outside of work. We have a wonderful Education Committee made up of extremely intelligent and informative instructors within our local Union Hall to teach and educate every member. Ask your committeeperson how to sign up and/or get you involved. And I encourage everyone to take this initiative to take these courses and share them with your brothers and sisters on the floor. There are so many ways for you to get involved within your Union. If at any time you hear the comments, "oh, what does she/he have to offer our Union?" just tell them that "the leadership learned today is the future for tomorrow." There are so many youth that I have met that prove this very saying. We are very fortunate that we have strong and understanding members within our Local that listen and take all views into consideration. We have an outstanding website that we are proud to share at www.222youth.com. Visit us. This is an informative site that allows you to view Labour topics and provides access to many Labour websites. If you have concern about your rights on the job ask or call a Union representative. Until next issue we remain in solidarity.

FLYING SQUAD REPORT

Peace Walk

DAVE ELLEGETT
CAW LOCAL 222 FLYING SQUAD MEMBER

Around the world people are getting together to condemn Bush and Blair on their terrorist campaign against the Iraqi people. Toronto was no exception, 80,000-plus people lined the streets of downtown to make their voices heard, saying no to any war. The cry went out throughout the world on Saturday, February 15 that Bush's pro-war stance is opposed by millions.

For the first time in history we have a strong anti-war movement before the first shots have been fired. This alone demonstrates the extent of global opposition to Bush and Blair's war against a people whose only crime is living in an oil-rich country. Iraqis have suffered enough: how many times will a Bush use weapons of mass destruction just so that the U.S. can have cheap oil for their vehicles and industries?

The CAW put a good amount of people on the Peace Walk and Local 222 was no exception. Our members know the only people who will suffer are workers and their families, and they're not ready to die for someone else's profits. The CAW has a strong stance against all wars because of who pays the price. I for one don't want to be held responsible for the deaths of more innocent people, so I'm glad I belong to a union which stands up to be counted. It's time for the killing to stop. That's what the peace movement is all about. So let's all say no to Bush, his weapons of mass destruction and his lies.

Remember we are never more free than when we stand united.

FAMILY SUPPORT COMMITTEE REPORT

Bill C-22 Still Under Scrutiny

RON DAVEY
FAMILY SUPPORT COMMITTEE CHAIRPERSON

The Family Support Committee attended a public forum on Bill C-22, on Saturday February 15, 2003. Bill C-22 is supposed to help families and children come through the trauma of divorce with little or no emotional scarring on the family.

This Bill unfortunately does not accurately address many of the issues that concern families going through divorce. It fails to take into account some significant issues such as non-custodial parents, the effect of divorce on children, access enforcement orders handed out by the court system, unfairness in the court process or the issue that is most important, what is in the child's best interest.

Bill C-22 has been in discussion for many years and has failed to address many of the issues that have been brought up in committee and the planning and review stages of this bill.

The public forum also addressed some of the issues that stem from divorce like the high incidence of suicide with the non-custodial parent and poverty.

The Member of Parliament for Brampton West Mississauga, Colleen Beamier, hosted the public forum with special guests Senator Anne Cools, Member of Parliament for Sarnia/Lambton Roger Galloway and Andrew Kania LLB. The forum was well attended by several representatives from the following groups: Putting Children and Families First of Durham, Dads and Kids, Fathers are Capable Too, Dads Canada, Equal Parenting of Canada and Equal Parenting of Durham.

Air Quality And Atmospheric Emissions

DAVE
RENAUD
DURHAM REGIONAL ENVIRONMENT COUNCIL PRESIDENT
CAW CAR ASSEMBLY ENVIRONMENTAL REP

Maintaining and improving the quality of the air are the basics of environmental management. Like most aspects of environmental science and technology, the ways used to measure substances in the air and to control emissions has dramatically improved. But at the same time, man's activities continue to lead to increasing amounts of substances being emitted into the atmosphere.

In the earlier decades, air quality issues tended to be localized and were usually limited to just a few contaminants e.g. carbon monoxide, sulfur dioxide, or nitrogen oxides, dust and a few metals. Our concerns today are our regional "airsheds," the migration of border crossing substances, global acid rain and ozone depletion.

The control of air pollution sources is largely a provincial responsibility. The Environmental Protection Act (EPA) of 1990 is a broadly worded piece of legislation directed toward the protection and conservation of the natural environment. For example, Part II, section 13(1) requires that no person shall discharge a contaminant or cause or permit the discharge of contaminant into the natural environment that causes or is likely to cause an adverse effect. Section 1(1) defines "adverse effect" as:

- Impairment of the natural environment for any use that can be made of it,
- Injury or damage to property or plant or animal life,
- Harm or material discomfort to any person,
- An adverse effect on the health of any person,
- Impairment of the safety of any person,
- Rendering any property or plant or animal life unfit for human use,
- Loss of enjoyment of normal use of property, and
- Interference with the normal conduct of business.

Several of these types of adverse effects can be caused by emissions to the atmosphere or the way's that emissions effect air quality. An example, the loss of enjoyment of normal use of property can include unwelcome dust and odours. If you would like to further research the EPA check out http://192.75.156.68/DBLaws/Statutes/English/90e19_e.htm or read, The Handbook of Environmental Compliance in Ontario.

St. Marys Community Information Session

Representing the CAW DREC and the Local 222 Environment Standing Committee, on February 4, 2003 I attended the St. Marys Cement, Bowmanville Community Information Meeting at their Technical Centre on Waverly Road. The purpose of this session was to give the members of the community an opportunity to hear more about their plans at St. Marys and about their commitment to the environment and the community. St. Marys, now owned by Votorantim Cimentos, headquarted in Brazil, is one of the 17 amalgamated units of CAW Local 222, with 104 employees.

Since opening the Bowmanville facility in 1968, they have grown to one of the largest cement producers in North America. The quarry produces approximately 10,000 metric tonnes of limestone a day. The production of limestone for 2002 was approximately 3.1 million tonnes. The kiln is preheated as required using furnace oil. The preheating of the kiln is not a normal operation; this is required after the kiln is down. The fuel that is burned in the kiln consists of 40 percent coal — 60 percent petroleum coke (a by-product of the petroleum industry). Once the raw material is crushed, the kiln heats it 1,480ºC (2,700ºF) to form small pellets (clinkers) which are then ground (or "milled") into a fine cement powder. The product is then loaded into lake vessels at their own marine shipping dock, or prepared for transport by road or rail. They ship seven percent of the clinker by truck, 93 percent by ship. Cement is shipped by truck 35 percent, rail 10 percent, ship 55 percent. The estimated yearly production in 2003 is 1,805,000 metric tonnes of clinker and 40 percent of it is shipped to Detroit.

The capital budget for 2003 is $17,110,000 and they are going to commit to the environmental operation $8,600,000, which equals 50.3 percent

The blasting operations used approximately 522,618 kg of explosives in 2002; (down 8.5 percent from 2001). Normally, they will blast one or two days per week with one or two blasts per day, with a total number of blasts of 136 for 2002 year. Adhering to the Federal Regulations of the Explosives Act and the Transportation of Dangerous Goods Act (TDGA) is a priority. Inside the Technical Centre is a seismograph to monitor the levels of ground vibration. This is done to ensure that their blasting operations do not exceed the limit of 12.5 mm per second of the Provincial Guideline, NPC 119. How they control the blasting is done by the size of the blast holes, amount of explosives per delay, the time of delay, the blast frequency, the charge geometry and the number of holes.

St. Marys Environmental Management has committed to the Ministry of Environment (MOE) to set up three dust monitoring collectors at their fence line and to set up a meteorological station to monitor speed and the wind direction. Two monitors will be placed on the east (northeast and southeast), and one on the west side. Historical data shows that with this configuration, one of these locations will be downwind 75 percent of the time. The MOE and St. Marys are discussing the possibility to include 2.5 particulate matter (PM) in the monitoring program. According to Environmental Coordinator Rueban Plaza at St. Marys Cement, there is no regulation for 2.5 PM and that future changes in the regulations to include 2.5 PM are uncertain as to when this will happen. Purchase of the high volume samplers will not be done until there is clarification with the MOE on the requirements for the monitoring PM 2.5.

Many of us who live or drive by the St. Marys have noticed on occasion the discoloration of the emissions coming from their largest stack, a yellow or orangish colour. At this particular time they haven't quite figured out why this is happening but believe it may have to do with the condensation of gases or a chemical reaction in the plume. This could be due to the composition of raw materials, process condition or a weather condition. They assure us that they are doing everything in their power to figure out why and how they can control it. Hopefully constructive dialogue with the other cement manufacturers will help. They told us they are committed to eliminate the emissions, which for other companies has gone as long as 10 years. They don't know how long it will take but believe that the problem is characterized as site specific. I asked if the conversion to natural gas could be the answer and according to Wilson Little, Project Director ELE it isn't a feasible option at this time.

The existing size of the quarry is approximately one third of the size that they are presently licensed to quarry. With the future expansion plans, Mr. Little is overseeing the class #2 West Side Marsh and creek diversion plan to make room for their expansion. The plan to re-route the creek which crosses Waverly Rd. to just the south side of the railway track going east and to then route it south back into the marsh is a massive project. They must build berms to keep the water out of the expanding quarry while building islands and deepening the pond to maintain fish habitat. St. Marys was instrumental in creating 120 acres of commercial parkland in agreement with Central Lake Ontario Conservation Authority, Hydro One, Clarington, DFO, MNR, MOE, and the Coast Guard.

They estimate the present life span of the quarry to be approximately 65 years. When it's finished they plan to make it into an inland lake. If you would like a group tour of the facility on a Saturday please contact James Schell at 905-623-3341 ext. 237.

Till next time *keepitgreen.*

Standing Proud And United For Local 222 Members And Our Community

CECIL
MACKESEY
CHAIRPERSON,
EDUCATION COMMITTEE,
DURHAM REGION
LABOUR COUNCIL

CAW TCA LOCAL 222

I have seen many changes in our Local Union over the past 24 years and these past five years in particular stand out as extremely proud years for us as a Local.

We have seen our Local Union return to its admired status in the community. Many people have worked very hard to make this happen, but the person who should be given the most credit is our Local President Mike Shields. Mike is a very humble individual, one of those persons who does a great deal without looking for a pat on the back. Through his leadership this Local has been transformed to become a voice once again for working people.

Throughout the Durham Region, labour organizations see the gains that we have been able to achieve at the bargaining table. These have become a benchmark for others to strive to achieve.

If you were to look at just the past year-and-a-half we have seen some fantastic accomplishments of our Local 222 Standing Committees, CAW Eastern Women's Network, CAW Environment Council, CAW Retirees Chapter and the CAW Family Auxiliary. We have seen new standing committees formed such as the Youth Committee, all of which are actively participating in our Union and community.

It would be impossible to list all of the achievements in this article, there have been so many. I will however mention a number starting with the most recent: $5,000 raised along with CAW Local 1136 in memory of Christine Thompson and donated to the Durham Children's Aid Foundation, gift bags of donated goods from CAW members delivered to the YMCA at Christmas, CAW Family Auxiliary donations to the District Handicap Club and the Liver Foundation and the Retirees Chapter food drive.

We have held Information Forums open to the whole community discussing issues such as Prostate Cancer, Breast Cancer, the proposed ITER project, the Kyoto Accord and a Health Care Forum. Our Retirees Chapter has been lobbying Ottawa on the issue of health care and the recent Romanow Report recommendations. The CAW Earth Day program is a program that reaches out to over 50,000 Ontario students with a message of the importance in protecting the environment in which we live and work.

Local 222 has much to be proud of these past years. The many hard-working volunteer members of our Local have made this happen with the assistance and stewardship of the Local's leadership. I for one am very proud to say I am a member of CAW local 222 and congratulations to you all for the hard work and dedication to your Union and community.

Drug And Alcohol Abuse: The Real Problem

LARRY
KIRTLEY
TRUCK PLANT &
BATTERY PLANT

RON "GIBBY"
GIBSON
CAR BODY/HARDWARE
& SOUTH STAMPING

DON
WHALEN
CAR CHASSIS/PAINT
& TRI-LINK

RICK
MITCHELL
ACSYS
TECHNOLOGIES

Alcohol and drugs permeate society, affecting communities throughout Canada. Statistics serve to highlight the severity of the problem.

Nearly half a million Canadians are addicted to alcohol, and 280,000 adults report having used cocaine in the past 12 months.

Half of all Ontario students have used alcohol by the time they are in Grade 8 and 15 to 20 percent of these students also report using cannabis. Cocaine use, especially crack, by children and teens is less common; its use ranges from three percent in New Brunswick to six percent in British Columbia.

Alcohol and drugs are linked to 60 percent of homicides and 45 percent of motor vehicle accidents.

Alcohol abuse is the basis for one in four hospital admissions.

Substance abuse frequently is called "the number one problem" in Canada, largely because it leads to a host of other problems, some of which are listed below:

- Health disorders, including disease, toxicity, overdose-and death.
- Violence, aggression, and crime, to support an expensive drug habit.
- Financial problems.
- Family breakdown.
- Impaired job/school performance.
- Decreased motivation and self-discipline.
- Increased risk of automobile, fire, drowning, and falling accidents or deaths.
- Emotional problems and increased risk of suicide.
- Unplanned sexual activity, leading to sexually transmitted diseases and pregnancies.
- Risk of AIDS or hepatitis, from using contaminated needles.
- Extreme mood changes and irritability.
- Impaired short-term memory, attention span, and ability to concentrate.
- Premature aging.

Despite the high costs of drug abuse, many of us prefer to disregard the issue. We consider substance abuse to be someone else's problem, namely a problem of inner-city neighbourhoods, where junkies shoot up heroin and smoke crack. We focus on the hard, illicit drugs, down-playing just as harmful addictions to alcohol, tobacco and prescription drugs. Although most of us know someone who has a serious substance abuse problem, we tend to overlook it, not realizing or accepting the effect each drug or alcohol problem has on society as a whole — on productivity, health, family relationships and the economy.

This article is to encourage us to understand that for every addict who is out of control, there are many more people who use alcohol and drugs as part of their lifestyle. This kind of use takes its toll. Everyone has a responsibility in the war on drugs. Only as we improve our knowledge and understanding of these dangers of substance abuse, can we have any real impact. We must realize that substance abuse affects all of us — whether we use — or not!

Oshawa Needs A Fighter

JIM
FREEMAN
POLITICAL EDUCATION COMMITTEE CHAIRPERSON

As we get closer to a provincial election we need to look at what Oshawa needs in a MPP. Do we want another four years of being ignored by the provincial government? Do we want another four years having an MPP who has been virtually silent as his government regularly shortchanged the people of Oshawa?

The people of Oshawa need a fighter. Someone who will fight for public not for profit health care and publicly owned power, someone who will stand up for the working person and fight to protect our public services.

In Oshawa I think that person is Sid Ryan. Sid has a long history of fighting for workers and of challenging the hard-line, shortsighted approach of the Eves (Harris) Tories.

Like him or not, Sid has a way of getting things done. Sid has been described as honest, outspoken, scrappy and willing to go to the wall for a cause he sees as just. Sid has a set of principles that he stands by and will not sell them out to anyone under any condition.

As president of CUPE (Canadian Union of Public Employees) Ontario Sid fought his own party over the social contract. Sid will ensure the people of Oshawa's voices are heard loud and clear at Queen's Park.

For the last eight years Oshawa has had a member of the government (now a cabinet minister) as our MPP who sat by and said nothing as the province neglected the needs of the people of Oshawa. Over eight years ago a much-needed new cancer care centre was announced for Oshawa. Four years ago on the eve of an election once again (the same) funding was announced for the cancer centre. (With an election looming a cynic might be expecting another funding announcement any day now). Today what we have instead is a new emergency room with no money for equipment or staff to run it and a big hole in the ground.

For years now we have seen our hospitals forced to raise money for equipment and expansion. I applaud the people who give to these funding drives but I am appalled that they need to take place at all when it is clearly the government's responsibility for hospitals and health care. The people of Oshawa deserve better than that from their provincial government.

The people of Oshawa deserve better representation at Queens Park. The people of Oshawa deserve a fighter. I think Sid Ryan's announcement to run in Oshawa in the next provincial election is good news for the people of Oshawa. We have a real opportunity to change the political landscape in Ontario. In Sid Ryan I believe Oshawa once again has a candidate worthy of our votes.

Until next time.

Oshawa NDP candidate-hopeful Sid Ryan addressed the CAW Local 222 Executive Board, outlining his intentions for the coming provincial election.

Your Human Rights/Employment Equity And Female Advocates

Truck And Battery Plants

Harvey Ross

Harvey can be contacted at 905-644-1411 or pager *97-8685.

Diane Cunningham

Diane can be contacted at 905-644-4175 or pager *97-8399.

Outside GM use 1-800-361-6793 to access the pager network.

Car Plant, South Stamping And Tri-Link

Chris Smith

Chris can be contacted at 905-644-1114 or pager *97-1114.

Tina Moore

Tina can be contacted at 905-644-4330.

Outside GM use 1-800-361-6793 to access the pager network.

Due to multi-shift operations it may be necessary for you to leave a message. Please include the area you work, shift number and a phone number you can be contacted at. Thank you.

Material Workloads: Don't Cut Corners

DEAN AVERY
CAR PLANT PRODUCTION STANDARDS REPRESENTATIVE

In our last contract, Randy Kirk, myself and the Car Plant Standards Reps were given the autonomy to deal with job disputes in the Material Control department, and a commitment from management to provide us with formal training and access to the SMLBS computer program. This is the program designed to monitor and assess material control workloads.

We were given an overview of this program in late November. We have not acquired access to the program as of yet. Up until the last contract, the Committeeperson has had the sole responsibility of handling such disputes. We were forwarded numerous AVOs (notification of a job placed in dispute) by the Zone Committeepeople during the October-to-December time frame.

It was our necessity for training and management's recognition of their poor workload management that had us set a mutual start time of January 6, 2003 to begin to revamp the processes used to monitor material workloads. Many if not all of the jobs placed in dispute lacked valid job descriptions. This made it next to impossible to distinguish what the operators were actually required to do, when they were supposed to do it and how they were supposed to do it (the method).

Management does have the right to prescribe the method. However, it is also their responsibility to communicate any and all changes to the employees. They must ensure the employees are properly trained in the prescribed method prior to them being expected to perform the work. Ultimately, it is the method that determines the time to be allotted to perform the job. Once the method is set, the standard data values are assessed to the individual functions or elements.

It is in this area that material management has shown complete disregard or negligence to their contractual obligations. This was clearly evident during the SMLBS course. One material IE gave a scenario where they could save time (on paper) by having the operator not make a container exchange at line side when delivering stock. Instead, they would use backup containers and have the operator make one trip to pick up the empty and another to deliver the full. This would cost them more time on travel, but present an overall savings on every exchange, thus lowering the overall workload. I asked if this change in method had been communicated to the operators. The "instructor's" answer was that he wasn't sure they had to, and the IE's answer was no. The operators were still using the old method and therefore taking longer than allowed.

Until now management has used the tribal training method: each new operator was trained by his predecessor. They were told what was generally expected of them, and left to figure out how they will get it done on time. This problem is compounded by the fact that workloads vary by day, shift, etc., trucks do not always arrive on time, and additional trucks are added periodically.

Our first objective is to mutually design job descriptions that can give the operator, committeeperson and supervisor a clear picture of what is actually going to be required on a daily basis. We must ensure that operators are not required to work beyond a normal pace to complete their assignments safely in the allotted time. One thing we hear all too often is that operators are performing unsafe acts in order to meet their time restrictions. Stacking too high, bulldozing, double forking are some examples. Others have to work lunches and breaks to complete their daily assignments. When questioned, many of the operators claim that if they don't perform these extra/-unsafe acts, the line would go down. That is precisely what the job dispute process is designed to establish! By cutting corners to complete your job assignments, you are sending the message to management that you're okay with your current workload, and possibly could even do more.

We have taken an approach to focus on three distinctly different types of materials jobs: the route; the dock; and the lightboard/RF. Each one will have a different set-up for their job descriptions, i.e. docks will have truck windows and may be affected by possible dead time while they wait for late trucks. Lightboards are impacted by spikes when many different parts are requested to line side at the same time; this is due to varying part counts, model mix and operator-generated call buttons. Routes are driven by the previous day's scans of in-stock parts, compared to the minimum/maximum in stock part requirements and the projected model mix on a daily basis. A template job description must be established for each of the three, and then implemented throughout the plant.

This will be a long, drawn-out process and we apologize for not being able to get to all the disputes in a timely manner as a result. We have discussed the situation with Car Plant Chairperson Jim Hoy and are working on some ways to provide relief to individuals on jobs, where we can display distinct problems or where management has been negligent. Therefore, it is imperative that at this time we bring forward our most legitimate disputes in order to lay the groundwork for the future.

Centre de Ressources Francophone-Durham

Emploi
— aide à la recherche d'emploi
— aide à la redaction de CV et de lettres de présentation
— accès à des banques d'emploi par l'utilisation libre de l'Internet
— contacts disponibles avec des companies recrutant de personnel bilingue

Traduction
— aide à la traduction de CV et de lettres de présentation, ainsi que de documents variés

Ressources
— ordinateurs avec accès à l'Internet et à une imprimante, télécopieur, bibliothèque de livres Français

707 Simcoe St. S., Oshawa L1H 4K5 • 905-436-7353

Réseau des Femmes du Sud de l'Ontario

Le Réseau des Femmes est un programme d'aide et de soutien aux Francophones de la région de Durham. C'est un service aux femmes victimisés par la violence et à leurs familles.

Counsellors' Corner

Habitual Anger – A Cover For Other Emotions

The bio of an angry person would read something like this. I can't refuse an opportunity to be angry. I don't know why I yell, scream, insult others, and throw things around or hit those I love. I feel a sick sense of power when people back down in fear and scurry away from me. It's the only feeling I know. Anger if the first feeling I reach for when someone tries to reason with me. Up until now, my anger has got me what I wanted. Things are changing — I'm isolated in my job, my wife and children ignore me, my friends don't call me, I drink too much, and have serious health problems. It's not working anymore!

For the majority of people, anger tells us 1) that something is wrong. 2) it is a sign that something is bothering us, 3) we check if we have said or done something to offend someone. We "put ourselves in the other person's shoes," 4) apologize and/or accept an apology from the other person, 5) learn from this for the next time, and 6) let go of the anger.

For the habitually angry person: 1) everything is wrong. The angry person 2) broods constantly about the situation, 3) comes on too strong, 4) blames the other party, 5) doesn't learn anything new, and 6) holds on and "stockpiles" the anger.

Angry people continue to get angry because they get what they want. People around them are intimidated, give in, "walk on eggshells," and make excuses for the angry person. Also, the angry person doesn't know anything else to do except get angry. The angry person often has no other repertoire of feelings (i.e. sadness, hurt, fear) and resorts to anger believing it is the only feeling of choice open to them.

Anger triggers the "fight and flight" response — all body systems are in overdrive with adrenalin flowing, and can lead to going berserk and almost losing consciousness. Too much anger can wreck every part of one's life including: health, family, work/school, the cost of replacing things damaged, friends, being charged, mood/personality, and values/spiritually.

Ron Potter-Efron, M.S.W., in his book, Angry All The Time, says, "the single most common cause of severe anger is an angry home." Potter says severely angry families have three destructive habits: a) think a lot of anger is normal and expected; b) believe that no one listens unless you get angry; c) try to solve problems with anger.

Habitually angry people often come from abusive backgrounds. It is as if the abuse is remembered in anger through every thought, feeling, and body sensation that the person has in the present. The person who has not worked on, or come to terms with, their childhood physical/sexual abuse, will often seek revenge in all areas of life because they do not know any other way to deal with their feelings of resentment from the past.

Anger Junkies – "I Can't Do Without My Anger"

Many rageaholics are "anger junkies," addicted to the rush and excitement of their anger. The physical aspects of the anger create a high for the habitually angry person. In this state, the person may say this isn't good and is ruining their life, but the anger junkie feels a need for the rush and excitement of anger. Without it, the angry person would experience life as dull, boring, and would have to face other real life emotions such as sadness, hurt and fear. The person's anger proceeds in a clearly defined cycle: 1) angry provoking situation/event; 2) negative thoughts such as "no one is going to get the better of me," 3) fight/flight response (flow of adrenaline); 4) angry behaviour/actions; 5) calm/confusion/withdrawal; 6) attempt to make up with the person affected by the anger.

SHARRON KEHLER

STEVE BOBAS

Treatment For Habitual Anger

Angry people first need to understand that there is a problem. In the majority of cases, the angry person has been told by someone close to them that they will no longer tolerate the behaviour. Other ways of finding out that you have a problem with anger are: feedback about how you relate at work, school, or with friends; if you are charged with an offence, develop a medical problem, or experience the loss of someone through death with whom you were angry.

Cognitive Behavior Therapy is a clinical approach, which can help people who have problems with anger. A careful assessment of the person's anger will help to break down the components and to understand the triggers to the anger, and the relationship between negative thinking, feelings, body sensations, and behavior. It is important for the person to talk about the historical aspects of their anger, which may have links to significant people and situations in the person's family background. The angry person first needs to be aware and know how to get control of the physical aspects of the anger (i.e. the adrenalin flow). Relaxation training helps deal with correct breathing, muscle tension/relaxation to be able to deal with the "fight and flight" part of anger.

Negative and destructive thoughts usually determine the habitually angry person's pattern of trying to control, demand, threaten and intimidate others. These thoughts are challenged and alternative behaviours put in place to stop the control of others. The angry person needs a new language — one that is not based on swearing, name calling and put downs. The angry person is generally not aware of the loudness and tone of voice and how this impacts others. The angry person needs to start to take responsibility for what they say and do and stop blaming others and/or using loopholes to get out of things. The angry person will start treating others with respect if he/she uses "I" statements. You cannot stop raging until you forgive. Forgiveness doesn't mean forgetting necessarily, but means giving up any claims you have on the other person. Because out of control anger is often the surface emotion (i.e. the emotion of choice), the person will need help to deal with emotions hiding under it which have not been expressed, in some case, for a lifetime.

The angry person and partner need to develop rules for fair fighting so there is some common ground for communicating and as a safety valve against discussions getting out of hand.

Advice for the partner of the angry person is: protect yourself from physical harm, expect respect for yourself, don't hide or make excuses for your partners out of control anger, watch your own anger — it can be contagious, get support from others, say, "no more" to your partner's anger, consider leaving the relationship if the angry partner won't or can't change.

Dealing with habitual anger in psychotherapy is generally not short term and may involve both individual and couple therapy.

Our thanks to Jack Knight, MSW, CSW, for providing us with insight for our article, if you require our assistance in any manner please call Sharron Kehler 905-644-4282 or Steve Bobas 905-644-4283. Till next month... take care.

How Soon We Forget

RANDY
O'REILLY
ZONE 62
COMMITTEEPERSON

Let's go back a decade or two; late 70s, early 80s, the auto industry was in the ditch. Times were tough, a recession was on, the imports were kicking our asses in sales, quality, etc. GM had 50-plus percent of the market share back then, the layoffs were happening so we all put the push on for the bumper stickers Eat Your Import, Buy What Your Neighbours Build, etc. We all struggled back then. People lost everything from houses to families. But now how soon some people forget: have you taken a look around the GM parking lots lately? Well I have and let me tell you it makes me sick to see what's going on, our members buying Toyotas, Hondas, Nissans, Hyundais, VW, Kia, Mitsubishi, etc.

Just so you know that these companies combined do not put a quarter of what the Big Three put into the Canadian economy, jobs, jobs and more jobs, and investments that keep our economy rolling.

Also these other auto producers are non-union shops. What does it take to grasp what is happening in this big world? Do we need a repeat of history before we wake up? Look at the layoffs, plant closures that are ongoing things these days, if you have not noticed. Now yes, we all realize that Toyota and Honda build some cars here, but remember all monies go back to Japan, offshore, not into the Canadian or the U.S. economy. As I always say, don't bite the hand that feeds you. Just remember you can purchase the following cars and trucks through Option 1 of the Vehicle Purchase Plan: Saturn, Isuzu, Suzuki, Saab, because GM has ownership one way or another in these companies, and they are, by the way, union-made. Bottom line is, the next time you make your purchase of a new vehicle, "buy" what your brothers and sisters and neighbours build, and yourself, or it just might be your job next.

Vendors

Now that the Pontiac is in production we are seeing a lot of vendors floating around in the plants these days. Please keep a close eye on this. They are not allowed to work on the assembly line in any way at all, and it will not be tolerated in any way. Tell your committeeperson right away if this is happening as this is our work, not theirs.

Job Content

With the new car on line now, there will be a lot of jobs that are overloaded with work and GM's IE department will try to fit work wherever they can, including trying to shave points to do so because this is just their way of doing business: The dirty way. Playing with charts and the 100 day letter. So if you feel there is too much work, please put a call in for your committeeperson ASAP. Remember, we do not get paid to run while on our jobs.

If you need me in-plant 905-644-6192, outside the plant 1-800-361-6793, PIN 6192.

Make Supervision Accountable

STEVE
BULLOCK
ZONE 55
COMMITTEEPERSON

Many new supervisors have been hired either on contract, or from other manufacturing plants in recent years and are trying to earn their wings, so to speak. We get very frustrated as workers when we ask a question or ask for something that is the supervisor's job to do for us. We believe that the supervisor should be courteous or competent enough or respectful of us to answer our questions. In a lot of cases we ask for gloves to perform our jobs, matting to be ordered, time off, or to fix our paycheque if it is screwed up. What we do expect as workers is a timely response or answer from our supervisors. After all, we build the quality vehicles every day, day in and day out and surely if we forgot to put a bolt or nut on the car we would get a timely response most certainly.

The point I am trying to make is hold management accountable to do their jobs, whether it's filling out a PAA slip or vacation request form or a boot slip. Don't take the old "I'll get back to you," from your supervisor. Make him or her accountable to you as the workers.

The first step of the grievance procedure when you request your Union rep is the supervisor trying to resolve your request, problem or concern. In many cases the newer supervisors try to pass the buck to anyone but themselves and are not "completing their job assignment." Make them accountable to you as workers. You've earned that right the minute you started building the excellent quality vehicles we produce here in Oshawa every day. They expect you to do your job. Make them do theirs and hold them accountable just as they do you.

Remember April 1st is fast approaching and it will be time to renew our transfers. Make absolutely sure that if you file Paragraph 62 transfers, that you want to go to a service department because they cannot be declined. You will have the transfer honoured to that particular department, for example these service departments (6, 6A, 20, 30, 43C, 68B, 50, 51, 53).

The new year is upon us as management has been given orders from Detroit to reduce manpower by five percent across the board through either attrition, technological improvement or continuous improvement (eliminating our jobs). Make sure you don't fall for the old "what can I do to make your job easier?" question from members of management. Chances are they are looking for an area to add a bolt, nut or witness mark as they craftily try to eliminate your job.

President Mike Shields had an excellent column in regards to healthcare in last month's ***Oshaworker.*** We need to preserve universally funded, not-for-profit Medicare in Canada especially as our population ages in Canada. For every dollar we spend on healthcare Americans spend four to deliver the same amount of healthcare service we do for a buck. South of the border, most of the four dollars is spent on the red tape and administrative costs of the HMO system, or paying some administrative assistant of the pencil sharpening department hundreds of thousands of dollars in salary. Do you really believe privatization is the way to go? I would bet the 90 million Americans who don't have healthcare would just love to have our Canadian Medicare system in their country.

Hydro privatization was supposed to give us lower prices as well, I smell the smoke do you see the mirrors?

I can be reached in-plant at 905-644-3175, pager *97-8240 or out-of-plant 1-800-361-6793 pager #8240 or e-mail at Steve.Bullock@svmpatico.ca.

In Solidarity.

Welcome To Transfers, Farewell To Retirees

DAVE
SITARAM
ZONE 35
COMMITTEEPERSON
TRI-LINK – BATTERY –
SOUTH STAMPING –
CONTROL ARMS

The long and cold winter we are experiencing will soon be a thing of the past. The kind of weather we experienced certainly has a dramatic effect on the auto industry. The price of gas, the talk of war and the uncertainty of the global economy are other factors that hinder the industry. We can only hope for a peaceful solution to the Iraqi conflict, as wars have a devastating impact on the lives of innocent people. With oil supplies at an all-time low, (the lowest since the oil embargo of the '70s) we can expect prices to reach $1 per litre by the summer.

I would like to welcome the brothers and sisters who recently came in to the zone. Many of you had to wait a while before being released, I hoped management would have added some more heads so you could be released immediately, instead of being told sorry we can't let you go we have no manpower.

In Battery at the time of writing this department is still waiting on transfers that were called out before Christmas. Management has made it clear they cannot add to the existing third shift until they get their required people.

Control Arms has seen a reduction on the third, the extra people will be absorbed on the rotating shifts. South Stamping is still waiting for drivers and operators coming in on transfers.

This is a very important month for many senior brothers and sisters. In Battery Brothers Stan Mckelvey, Bob Kemp, Wayne Lee, Ted Whitely, and Ron Topple; in South Stamping Brothers Al Brown, Gerald Sudsbury, Lee Sturmun; in Control Arms Brother Ed Oleksuik will be retiring and from Tri-link Brother John Johnson. These brothers have certainly played an important role in making GM the world-wide corporation it is today.

On behalf of all us we would like to thank you for the sacrifices you made, so we can have the kind of collective agreement, and quality of life we enjoy.

Personally it was an honour to have the opportunity to represent you. To all of you and your family a very happy retirement.

PS: It's good to know at this time of year that our patronage shares at the AWCCU are RRSP eligible. For further information please contact the friendly people at either the Oshawa or Bowmanville branches.

Health Care Coverage Details

BOB
AMBROSE
ZONE 6
ALTERNATE
COMMITTEEPERSON

Your health care agreement with GM covers you and your dependents, and becomes active on the first day of the fourth month in which you are employed by GM. Dental, vision, and hearing aid coverage begins on the first day of the month following your first year of employment with GM. Your eligible dependents include all unmarried children under 25, of you and your spouse, by birth adoption, or legal guardianship as long as the child is dependent upon you, unless the child is permanently or totally disabled, in which case there is no age limit.

Family Values

GM is at its unco-operative best again. Recently a superintendent in the body shop took about three months off to tend to an ailing relative. Moves were made to replace the superintendent while absent. Unfortunately the family member passed away. The superintendent returned in the new year confident that family values carry a great deal of weight with management.

Shortly thereafter the Union made a request to have a recently widowed employee, who by the way has an off-line job, start his shift 18 minutes early, so the employee could be at home when the two young children arrive from school. The kids are five and nine years old, and need their father more than ever right now.

Remarkably, even though absolutely no changes are required to make this happen, management flatly denied the request with no valid reason.

What is even more remarkable is the denial came from the same superintendent who had recently taken the extended absence to attend to the sick family member.

Seminars

Have you ever been working and noticed something that didn't seem safe? Maybe it didn't pose an immediate threat but more of a potential one, and you weren't sure how to handle the situation? The Education Committee has an answer for you. Check out the Education Committee report and have a look at all the courses that they offer on Wednesday nights. All these courses are designed to help CAW members in their daily and working lives. They can help you to know when you have valid grounds for a grievance, how to make ends meet and save money on a budget, what rights you have in a family law case, and many other subjects that affect you and I every day. On top of increasing your knowledge, you receive a certificate upon completion, and you get an excellent dinner served by the Family Auxiliary prior to your class. It's really a great deal. Contact the Education Committee for any details.

Brown's Food Service

Brown's has recently made changes to serve our needs. It seems to me that this company is making an honest effort to increase their customer satisfaction. They have set up satellite service in the Body Shop with coffee and munchies, and with only a 10 minute break this is a welcome change.

Personally, I think that the coffee they serve is the best I've ever had at work in over 20 years. If you have any suggestions or needs regarding better service, let Brown's know and I am sure they will honestly look at the concern.

Propaganda

No doubt you have seen unsigned leaflets placed in your area. These are designed to divide our membership and create distrust. Management savors any opportunity they see to play one of us against another so they can make gains at your expense. Give these leaflets the attention they deserve, now and in the future, and just toss them in the garbage. If someone doesn't have the courage to sign what they are distributing, then in all likelihood they don't have the commitment, compassion, and heart to do what is best for all our members. The last thing the company wants to see is a united membership.

Until next month I can be reached at *97-8672, or out of plant 1-800-361-6793 PIN 8672.

Truck/Car Hockey League Starts Playoffs

RON GAY

By the time you receive this hockey report we will be in the play-offs. You may notice a new rule that the team reps agreed to: If you drop your gloves, it will be an automatic major penalty. The reason this was put in was, too many players were cutting their hands and using too many Band-aids.

If you have any suggestions for new rules please submit them to your team rep.

Aramark 6, Phoenix Chiropractic 5

Aramark's Morgan Lane 1 goal 2 assists, Tim Buttonshaw 1 goal 2 assists, Al McMillan 1 goal 1 assist, Al New 1 goal 1 assist, Kevin Wilson 2 goals 2 assists, Paul Heard and Laurie Gay 1 assist each. Phoenix's Dennis Jacobs 1 goal 4 assists, Gary McGee 1 goal 2 assists. Jim Broome 1 goal 1 assist, Jim Rogers 1 goal, Martin Bordne 1 goal, Dave Foster 1 assist.

This was a great game, could have gone either way.

Bond Optical 6, Cash Now Oshawa 3

Bond's Larry Coady 3 goals 2 assists, Gerry Snowden 1 goal 3 assists, Brent Bartwell 1 goal 1 assist, Bruce Cashley 1 goal, Hank Meyers 2 assists. Tim McQuigan, Cash Now Oshawa's Dave Leblanc 2 goals, Chris Lynch 1 goal, Rick Powers 2 assists, Capt. Maddock, Peter Lane, and Roland Felgemacher 1 assist each.

Good game by Rick Powers, Dave Leblanc is on the move now.

Flying Squirrels 4, Ontario Motor Sales 2

Squirrel's Dave Morton 1 goal, Bill Prentice 1 goal 2 assists, Steve Elliott and Cam Hinks 1 goal each, 2 assists each to Steve Wilson and Chris Littlemore. John Whiteman also got an assist. Ontario Motor Sales' John MacLeod 1 goal, Dave Gibbard 1 goal. Paul Mackie set up John for a goal and Dan Formosa set up Dave Gibbard.

Budget Carl Truck Rental 6, Durham Medical 0

Andy Bahor a hat trick, Jamie Black 1 goal, Steve Reynolds 1 goal, Myron Wijtowych 1 goal 1 assist. Brian Lindley 2 assists, Ross Robertson and Cal Wheeler 1 assist each.

The story of the game was Archie Graham not showing up. Dave Hutcheson played in net for Budget, Capt. Hayward of Durham said he threw everything but the kitchen sink at Dave Hutcheson. He had a couple of breakaways but Dave was hot.

Bond Optical 6, Phoenix Chiropractic 4

Bond's Hank Meyers 2 goals, Gerry Snowden 2 goals 1 assist, Larry Coady 1 goal 4 assists, Gord Moore 1 goal, Bruce Cashley 3 assists, Kevin Beaton 1 assist.

Bond led 2 to 0 and Phoenix tied it up, then Bond went ahead 4 to 2. Phoenix turned up the heat to tie the game 4 to 4. Bond scored half way through the third to make it 5 to 4 and Gord Moore put one in the empty net. Phoenix point getters were Chuck Bickle, Jim Broome and Dennis Spencer 1 goal each, Dennis Jacobs 1 goal 1 assist. Assists to Dan Tureski 3, Gary McGee 2, and Dave Foster 1. No penalties in the game!

Flying Squirrels 6, Budget Car Truck Rental 1

Chris Littlemore 1 goal 2 assists, Bill Prentice 1 goal 2 assists, Dave Morton 1 goal 1 assist, Steve Wilson 1 goal 1 assist, Doug Smith 1 goal, Steve Elliott 12 goal, Darryl Baker 2 assists, Capt. Dan 1 assist, John Whiteman 1 assist.

see **TRUCK** – *page 41*

TRUCK-CAR HOCKEY LEAGUE STATISTICS

	GP	Won	Lost	Tied	GIF	G/A	PIM	AVG	Win %	Points
Bond Optical	18	12	6	0	70	55	72	4.00	.667	24
Flying Squirrels	18	11	6	1	83	51	51	2.83	.639	23
Ontario Motor Sales	18	11	6	1	82	55	69	3.83	.639	23
Durham Medical	18	9	6	3	58	58	72	4.00	.583	21
Budget Car Truck Rental	18	9	8	1	62	64	48	2.66	.528	19
Phoenix Chiropractic	18	7	9	2	70	71	33	1.83	.444	16
Aramark Food Services	18	5	12	1	56	88	66	3.66	.250	11
Cash Now Oshawa	18	4	13	1	49	88	90	5.00	.250	9

Points Leaders

	Points	Goals	Assists
Larry Coady	53	22	31
John McLeod	50	31	19
Bill Prentice	40	19	21
Dennis Jacobs	36	7	29
Steve Wilson	35	22	13
Andy Bahor	34	24	10
Chuck Bickle	32	14	18
Gary Beedham	29	8	21
Mike Goodes	26	15	11
Dave Leblanc	26	15	11

Goaltending

	Games Played	Goals Against	Average	Shutouts	Save Percentage
Scott Orpwood	10	25	2.50	2	0
Vic McCullough	18	55	3.06	1	0
Tom Haraj	16	50	3.13	2	0
Bruce Hawkshaw	16	53	3.31	1	0
Al Aylesworth	10	37	3.7	0	0
John Murray	18	71	3.94	0	0
Archie Graham	16	63	3.94	0	0
Dave Hutcheson	17	86	5.06	0	0

Truck/Car Hockey League Starts Playoffs

– continued from page 40

All the Squirrels were flying. Everyone on the team got a least 1 point except Scott Orpwood. He wasn't supposed to score and played a great game between the pipes.

Durham Medical 4, Ontario Motor Sales 2

Durham's Mike Goodes 2 goals, Al Collins 1 goal 1 assist, Carl Walker 1 goal, John Deboo 2 assists, Don Buldyke 1 assist and Steve Mullen 1 assist. OMS, Dave Gibbard 1 goal, John MacLeod 1 goal and Gary Beaton 1 assist, Ralph Ruff 1 assist. Mike Goodes put the game away with the 4th goal.

This was a very good game.

Aramark 5, Cash Now Oshawa 3

Aramark's Kevin Wilson 2 goals, Kyle Mainguy 1 goal 2 assists, Capt. Morgan 1 goal 1 assist, Al McMillan 1 goal, assists to Tim Buttonshaw, Paul Heard and Al New.

Kyle Mainguy played a good game, Capt. Morgan is always at his best. Paul Heard has been getting a point about every game. The two Als are starting to score every game. Cash Now Oshawa's Dave Leblanc 1 goal 2 assists, Cliff Hughes 1 goal, Rick Powers 1 goal, assists to Mario Barbara, Dunc Dunham and Ron Martin.

Durham Medical 4, Bond Optical 1

Durham's goals scored by Don Buldyke, John Deboo, Mike Goodes, Carl Walker. Assists to Al Collins 2, Steve Mullen 2. Other assists to Dan Bone, Gary Chisholm.

John Deboo opened the scoring with a big semi-slapshot on the point. Mike Goodes and Don Buldyke also scored in the first period. Bond's goal scored by Kevin Beaton in period two with an assist by Mike Zdanowski. The score stayed 3 to 1 until three minutes to go in the game when Carl Walker notched a goal.

Ontario Motor Sales 5, Phoenix Chiropractic 1

OMS John MacLeod 3 goals 1 assist, Paul Mackie 1 goal 1 assist, Dave Gibbard 1 goal, Gary Beaton 2 assists, Ray Paterson 1 assist. Phoenix's Chuck Bickle 1 goal, Dennis Jacobs 1 assist.

Secretary Treasurer and ace reporter and timekeeper Eric "Seadog" Smith e-mailed us that the stars of the game were Paul Mackie and Vic McCullough.

Budget Car Truck Rental 3, Cash Now Oshawa 2

Ross Robertson 2 goals, Andy Bahor 1 goal 2 assists, Cal Wheeler, Myron Wijtowych 1 assist each. Cash Now Oshawa's Ron Martin and Rick Powers 1 goal each. Assists to Rob Maddock, Chris Lynch, Cliff Hughes, Dunc Dunham.

Flying Squirrels 3, Aramark 2

Squirrel's Dave Morton 1 goal 1 assist, Chris Littlemore 1 goal 1 assist, Steve Elliott 1 goal. 1 assist each to Capt. Dan, Cam Hinks, Bill Prentice and Steve Wilson. Aramark's Tim Buttonshaw 1 goal, Capt. Morgan 1 goal, Terry Hedges 1 assist.

Squirrels scored three goals in the first period. Aramark just had a few shots on net but were outplayed badly. Aramark came on in the second period scoring two goals. In the third period it was end-to-end hockey.

We sent Seadog away to Florida for some well-needed rest. His voice was getting coarse, calluses on his fingertips and he was always cold.

Until next issue, see you on the ice!

WE'RE GETTING YOUR MAIL!

Your Oshaworkers are being returned to the Union Hall because of incomplete addresses, many due to incorrect postal codes or because we don't have your apartment number. Please call the Union Hall at 905-723-1187 or 1-800-465-5458, or mail in the notice below and ensure you get next month's issue.

CHANGE OF ADDRESS

Fill in and return to CAW Local 222, 1425 Phillip Murray Avenue, Oshawa, Ontario L1J 8L4

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Name _____

Street No. _____ Apt. No. _____

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Shift #1 Truck Plant Ten Pin Tidbits

CARL KEMP

Since that great 300 perfect game a short time ago, by Jim Stevenson, it seems that the 600-plus triples have been tough to accomplish over the past four outings!

Even so, there were still five of them thrown by these folks:

- January 23, 2003
  Mike Bested 247+201+202 (650)
- January 30, 2003
  Ted Whiteley 230+243+186 (659)
  Burl Hannah 190+201+219 (610)
- February 6, 2003
  Ted Whiteley 184+210+234 (628)
- February 13, 2003
  Ross Wilcox 248+131+225 (604)

Note:

Jim Cassels has been unable to bowl for some time now, due to a serious eye condition, and we hope he can return soon, but in the meantime, we're very fortunate to have a spare bowler, Burl Hannah, taking his place. Many times he's bowled 200-plus games, and as you see above, he managed a 610 triple. This is another example of the great skills we see all the time in our league!

Stupendous Consistency

Do you notice how many times two of those names above appear in the 600-plus column of each monthly article? There are great similarities between both players, such as the ability to roll lots of 200-plus games and 600-plus triples. As a general rule, the consistency of these guys is stupendous! The vast difference between these same two individuals is this: One guy is quiet and reserved (something like myself). You hardly know he's present. The other guy is about the best rabble-rouser we have in the league, other than maybe the guy responsible (I suspect) for last month's editor's note info! There's certainly no need to identify any of these bowlers, 'cause you all know who's who, right?

I will say this though, it's getting to the point now, that in addition to this league being the best fun league around, we may just have to put an XXX rating on it as well! Some of the antics demonstrated by you-know-who, attempting to make a chosen few people miss the five pin, causes utter havoc.

This same guy told me, at the start of bowling on February 13, he was going to have to ease off, 'cause it was affecting his bowling. No way! He was up to his same old tricks, causing his favourite target (a great sport she is!) to miss two of those beauties that day! I believe he can be credited with making Brian Gabona throw a gutter ball, attempting to convert a five pin as well!

With all this help, I can sit back and watch the fun taking place, but on some rare occasions, I have to step up to the plate, 'cause this guy's afraid to touch one of the gals on his own team! She happens to be one of my favourite targets, so I take a leisurely stroll across the lane in front of her, while she's on her follow-through (dangerous you say?) thus making her miss. Timing's everything! I also managed to make Bob Stevenson miss his first five pin of the year, with the same strategy!

Don Walton's first attempt at a five pin, the same day, produced one of the most hilarious moments I've witnessed in our league to date! Just before throwing the ball, he reached in his pocket, pulled out a pair of glasses (Mr. Potter glasses no less), and proceeded to strike that five pin — dead-on. How about that! Yours truly and almost everyone else were bent over double, with those antics! It might interest you to know that Don missed a five pin later on (without his glasses).

I understand that, generally speaking, practice makes perfect, right? Then how come I witnessed (on this same day) several first ball gutter balls by Don Bason, and another "Curvin Frame," on January 23, by who else, Ken Curvin, when both of these guys practice every Tuesday as well as bowl in our league?

We had 49 200-plus games thrown in the past four weeks, more than a dozen each week... not too shabby! Seven of these were by our lady bowlers. Way to go gals!

The five-pin pot's getting fuller with each passing session, but still not on track to surpass last year's record 306 whiffs! I have a total of 219 so far this campaign.

Without the "Rookies" 58 misses (26 percent of the total) we wouldn't have a very full pot, would we? I can always count on several each week from them, especially when they play us, and Garry Jeffrey opens his big mouth, about how many I'm going to miss. Even though I did manage a miss when we played them February 13, his prediction of me missing in the fourth frame of the last game that day, came back to haunt him, when he missed one in that exact frame!

By the time you read this article, the CAW tournament will be over, and hopefully one of our Shift #1 teams will bring home all the marbles, with a first place finish, as they did last year. Good luck bowlers!

Until next time, good bowling, and watch out for all those five pins!

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Golf Sign-Up Day Is April 5th

DAN FORMOSA

As you are reading this I am relaxing in the warm south Florida sunshine and playing a couple of rounds. I hope everyone was fortunate enough to take a holiday somewhere warm this past winter. One of the "old boys" said to me, after he had wished me a Merry Christmas just prior to the holiday shutdown, that he was going to "kick my butt" on the golf course this year. We have never had a match so I guess the gauntlet has been thrown down and the challenge made. I hope you take some lessons this spring Ronnie because I'm getting some early practice in. Bring it on buddy, bring it on!

There have been some changes in the league Executive for the 2003 season. First of all, on behalf of the league Executive and Membership, I would like to thank Herb Doherty and Chris Attersley for your dedicated service to the league. Wayne Brine is the new President and Dave Hutcheson and George Moffat remain as Treasurer and Handicap Chairman respectively. Tim Casey continues to serve as Convenor and Dan Peters will be the new Rules Chairman.

I have also been told that there are ongoing improvements being done at Kedron Dells. The club house is being renovated, some fairways are getting better irrigation, and a new tee block has been built on the 14th hole.

With sign-up day fast approaching, I would like to invite the new hire golfers from third shift in the car plants to come and join and participate in the fun and competition. In last month's report I stated the league had room for 150 golfers.

Membership entitles you to 20 rounds of golf, the first two at Kedron's regular price of $30, and the next 18 rounds at the reduced price of $23. League play is permitted between Monday and Thursday but you must book your tee time in advance. If you're playing solo, it is possible to get in as a walk on, but there is no guarantee that an opening is available. League membership also entitles you to participate in five tournaments with the possibility of a sixth being added to the schedule. Look for more info on these tournaments next month. Regular Sunday green fee rates apply to the tournaments. Match play competition is optional but it is highly recommended because it's a great way to get a chance to meet new people who may very well become new friends. At the close of the season there is a great banquet/awards ceremony/dance held at the Union hall for league members and spouses.

Ladies, you are more than welcome to join, and our league has had several female members in the past. I don't believe there is a large number of women within the Local 222 membership who play golf, so this league is a great venue for all of you to get together and enjoy the game and each other's company.

Now here comes the part that may get me in trouble, remember? There seems to be a lot of interest by women these days wanting to play in men's tournaments on the PGA tour (i.e. Annika Sorenstam and Suzy Whaley) and also wanting membership at Augusta National. Why not create our very own Canadian golf "crisis" by having a man apply for membership at a women's club? The Toronto Ladies Golf Club has been an exclusive women's club since 1928. If that man were me the headline in the paper might read "Oshawa Man Seeks Ladies Club Membership;" with the subtitle "on condition of exemption from wearing skorts."

My legs are on the thin side and I am a little self conscious about it. In reality, there is one thing that definitely prohibits me from joining and that would be the cost. Our league membership is only $95 which includes Ontario Golf Association membership ($70 if you get your OGA card elsewhere).

Sign-up day is April 5th between 12:00 noon and 4:00 p.m. at the Union Hall. Hope to see you there.

CAW 5 Pin Bowling Results

ROB MARSHALL

600 Club

Cheryl Ward	648	
Don Ward	636	
Dave Ricketts	607	
Dave Schaeffer	670	618
Kevin Barkwell	612	
Donna Phalen	616	
Bernie Schaeffer	632	632
George Fisher	660	663
Diane Maybee	611	
Greg Buller	652	687
Harry Langkraer	659	669
Jim Meikle	646	612
Dale Carpenter	625	
Pat Skeldoch	663	
Misty Henderson	608	
Joe Bartlett	687	
Norma Harrison	671	637
Santo Chiodo	688	
Peter Stirpe	606	
Maryann Yurchi	641	601
Rita Reuter	666	
Rick Marshall	612	
Rob Marshall	693	664
Robert Revoy	642	
Ron Jones	677	
Ron Murray	607	
Susan Hanely	609	
Tom Byrne	674	650
Vito Casalino	653	693
Walt Sollows	605	615
Gail Mark	640	639
Bob Huff	636	634
Dave Klien	652	
Dave Murray	651	652
Diana Scattergood	609	620
Don Revoy	691	639
Earl Marshall	616	645
Emery Bastarache	662	693
Gord Langely	665	692
Jackie Quinn	679	
John Byrne	664	
Keith Hughes	625	
Ken Couvier	666	635
Les MacDonald	658	686
Mike Saunders	643	616
Mike McMartin	651	646
Mike Powers	605	
Noel Ricketts	606	666
Louis Gervais	619	630
Rick Deshane	619	652
Mike Phillips	607	
Judy Wright	631	
Gary Henderson	687	647
Ted Smith	628	
Tim Walton	670	
Adrienne Buller	622	633
Vickie Arrigo	693	606
Wayne Czarkowski	695	667
Mary Marshall	632	
Phyllis Munroe	603	
Dan MacLean	663	651
Ray Derry	624	651

700 Club

Bernie Schaeffer	719	
Robert Revoy	735	776
Dan MacLean	706	754
Gary Henderson	788	736
Dave Murray	750	
Rick Deshane	701	
Joe Bartlett	725	
Les MacDonald	707	
Mike McMartin	747	
Misty Henderson	712	
Mike Powers	725	
Peter Stirpe	774	721
Santo Chiodo	708	
Ron Jones	789	736
Steve Bell	710	718
Tim Walton	797	792
Steve Brackenridge	768	770
Vickie Arrigo	761	
Wayne Czarkowski	748	

800 Club

Santo Chiodo	864	861
Gord Langley	888	
Steve Bell	818	
Wayne Czarkowski	807	
Steve Pollock	817	
Ron Jones	833	
Steve Brackenridge	870	

Dates to remember: March 23 playoffs, April 5 banquet. Congratulations to all the high rollers.

Thoughts Of Golf Can Keep Us Warm

BERNIE HEMING
LEAGUE PRESIDENT

It is not getting any warmer and yet we all know the golf season is getting to be mighty close. Sign-Up Day is April 15, 2003 at the Union Hall between the hours of 11 am and 1 pm. First game is April 22.

I had a call from a gentleman the other day who wanted to advise me that he is running a golf academy in Whitby and thought our members may be interested.

He invited me to come to visit and check out the premises, which I did last Wednesday. They are located at 1375 Hopkins St. South in Whitby and it is an indoor practicing and teaching facility. I do not know much about these kinds of facilities but thought I might try it someday. They have nine driving stations, a big putting surface, a chipping area and a video swing analysis machine.

I had some more discussions with the proprietor and as a result I have come up with a deal you might like. For $8 you can go there any Tuesday between 9:00 a.m. and 11:00 a.m. and shoot as many balls as you wish, from the driving range, the chipping area or putting area, have the whole thing analyzed and get free coffee while you are at it. If more than one or two show up we could have a real little social.

Last summer we had a very good season with many memorable things happening which brought us, as a group, much closer together. This coming season I hope more of the same is going to happen and I would like to keep a record of these special occasions. I think we should encourage amateur photographers within our league to come forward and offer their services to us.

I am thinking the individuals would keep a camera, ready to use in their golf bag and snap pictures of fellow golfers while they are experiencing the joys and tragedies of the game of golf. Of course we as the league would pay for the film and the developing and make the pictures available to our members.

What do you think? Wouldn't it be fun to watch yourself deep in the rough looking in vain or jumping for joy over a beautiful shot? It would also come in handy when we want to have a picture of winning foursomes and individuals and some of the memorable moments at the annual dinner. I hope you give this some serious thought and come forward with camera in hand.

We often wonder what the other guys are doing during the long winter months. I have found a few hangouts and possibly a suggestion or two of what the rest of us could be doing. Tim Hortons in various locations must be at the top of the list. There is that big well-to-do list of members who depart to the sunny south for a month or two or six. There is a gang five pin bowling at the North Oshawa bowl on Tuesdays and Thursdays and another bunch going to the GM Truck Plant Gym to stay in shape. The Truck Plant Gym is open to any retiree for a monthly, quarterly, half yearly or full season fee. The price is right and I am told that our league members can get a special deal next year. I am looking forward to that.

Myrtle Beach

Last but not least I want to touch on the subject of a Myrtle Beach golf vacation again. Last season we tried to organize something very late and we ran out of time. This year I hope we can do this early and make a go of it. We need a minimum of 16 participants and the deal is as follows. Your spouses and/or friends are welcome to join.

Arrival: October 19, 2003; Departure: October 25, 2003; six nights: six rounds of golf; 16-32 golfers; Accommodation: The Colony at Oyster Bay ll, two Bedroom Condos; Golf Courses: River Hills, Bay Tree Gold, Carolina National, Panthers Run, Diamond Back, Sandpiper Bay: Total Price: $424+/–. Price includes: lodging, greens fees, surcharges, cart fees and all taxes.

This looks like a good deal. Let me know early and make your deposit.

THE OSHAWORKER — THE NEWSLETTER OF CANADIAN AUTOWORKERS LOCAL 222

CLASSIFIEDS

Due to space limitations, not all Oshaworker classified ads are necessarily published. We regret any inconvenience this may cause.

FOR SALE

1989 Sunbird, runs good, good tires with 2 extra tires & wheels, new muffler, new heater core, $400 obo. Call: 905-723-1873

1991 Pontiac Sunbird, 2-dr, red, certified, emission tested, snow blade, Craftsman Sears & tire chains for riding mower, box trailer. Call: 905-725-8343

Straw shredder, used for strawberries $450, fertilizer spreader $400. Call: 905-655-4196

Hyper-tech programmer for 2000 S-10 Blazer, increase hp, adjust shift points, firmness & more, $250 obo. Call: 905-579-0681

Stainless trailer hitch, 1999 GM Yukon 350, Wurlitzer piano $2500, wood stove $345, portable dog kennel, fireplace doors, frame $150. Call: 905-655-8894

Airtight wood stove, King, automatic, good for cottage $100. Call: 905-725-7507

1964-66 Mustang car parts; windshield, back window, convertible top & more, windshield vacuum wiper for 1947-48 Ford collector, garage cabinets. Call: 613-396-1245

Team Canada 2002 official hockey pin collection includes 24 pins plus calendar, asking $125 obo. Call: 905-438-0550

G.T.M. scooter, electric street Unicare scooter charger, carrier, excellent condition, 1 yr old, seldom used, $3500 firm. Call: 905-725-5789

Exercise bike $40, dehumidifier like new, best offer, fruit/vegetable juicer $20. Call: 905-728-6420

2 black heavy quilted leather motorcycle jackets, mans size large, ladies size medium, excellent condition, $250 for pair. Call: 905-728-4579

1990 Honda Accord, new engine 1999, e-tested, new catalytic, radiator, clutch & more, receipts, $2000 obo. Call: 905-987-5178

Yamaha Electrone organ, floor model, solid wood, includes bench, $400 obo. Call: 905-433-4673

2 snow blowers, 5 hp & 7 hp, table saw cast iron base, made by Beaver. Call: 905-655-4208

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OSHAWORKER Deadline *for the April 2003 issue is Friday, March 14 at 4:00 p.m.*

Slate pool table 4x8 $1200, 1980 Williamson Black Knight pinball machine $550, oil furnace $60, Homelite gas pressure washer $120. Call: 705-277-1003

American Standard gray porcelain bathroom sink, Moen taps, drain, 4' counter top, also toilet to match, excellent condition $100. Call: 905-436-9922

1988 F-150 4x4 regular cab, 8' box, $2500 as is. Call: 905-723-8259

Small fridge, Kelvinator, new condition $125, Bissell 3-brush carpet cleaner $20, coffee table $5, double mattress $40, mirror 42x36 $15. Call: 905-728-6804

Spoon collection, 24" hydraulic cylinder 4" diameter, 5 hp Bolens roto tiller extra tines, Pioneer chainsaw 16". Call: 705-799-7641

Husqvarna chainsaw parts inventory, many new parts, $700. Call: 905-721-2844

Wooden kitchen cupboards, sink, dishwasher, taps, $300, braided oval rug $150, Westinghouse dehumidifier $25, oval area rug, honey colored, $200. Call: 905-723-4113

Snow tires steel rims for BMW Super Contact TS740, 205/15c, $425, fish pond filter Cyprio model $165. Call: 905-655-8894

1991 Pontiac Sunbird, auto, 4 cylinder, new rack & Pioneer CD player, e-tested, certified, $2000. Call: 705-745-9655

Little Rascal scooter $3000, hardly used, like new, must be seen, custom made trailer for scooter, used twice, still new, $600. Call: 905-725-3345

Bug deflector, fits 1999 Montana van $30. Call: 905-623-6464

Wood stove insert, cast iron Lakewood $350 obo, huge brick liner, 25D x 26W x 24H, must see. Call: 905-438-8956

Honda WH20X water pump, 5 hp, intake & discharge hoses included, only 2 hrs on the motor, $900. Call: 905-985-9021

Truck cap fits long box GM 1988 & up, silver/gray wedge shape, $300 obo. Call: 905-983-9928

Snow plow full 8', harness, pump, controls, full package $1000. Call: 705-488-2568

Ladies wedding ring set, 3 diamonds, size 7, $350 obo, dark ranch Mink & Fitch coat, size 8, $3500 obo. Call: 905-839-5723

Queen pillow top King Koil mattress/box spring set, like new $80. Call: 905-579-7431

Purebred boxer puppy, 6 months old, no papers, all shots, female, $500 obo. Call: 905-576-2251 or 905-404-4405

1990 S-10 door, gas tank, 3-point hitch, sprayer, 1971 Chevy truck fender, hydraulic tractor loader, cylinders, 1983 Chevy truck door. Call: 905-987-5552

Brass head/foot board, king size, 8-poster cannonball, frame included $225, stair stepper, cardio & fat burner, Tony Little model, $100. Call: 905-623-9974

Snowboard, length 132cm, includes bindings, size 7 boots good condition, asking $175. Call: 905-728-8284

Free, child garden swing, needs paint & few screws, needs to find a home, 2 small swings, 1 double swing. Call: 905-576-6951

Look box with remote $50. Call: 905-728-9315

1999 Sunfire GT, black, auto, sunroof, CD player, a/c, cruise, etc., fully loaded, certified & e-tested, new snow tires, asking $11,500. Call: 905-352-2047

GM man's ring, 30 yr, size 11, mint $650, ladies 25 yr ring, 14 ct $300, 56 boxing magazines, 1950/60/70's, best offer. Call: 905-728-4287

RH golf clubs, full set, 3-9 PW, putter bag, 1/3/5 woods, $185, sofa bed, single, 2-seater, brown/tan floral color, 54" wide, $175. Call: 905-723-3620

2002 Viking hardtop tent trailer, perfect condition, used 2 weeks, stored inside, $7850 obo serious inquiries only. Call: 905-438-0583

Young peach-faced lovebirds $50 ea or $90 pair. Call: 905-430-7331

THE OSHAWORKER — THE NEWSLETTER OF CANADIAN AUTOWORKERS LOCAL 222

CLASSIFIED ADS

Please Print Your Ad Below:

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NOTE: THERE IS A 20 WORD LIMIT (ONLY), NON-BUSINESS AD, ONE AD PER MEMBER

UNION VISITS

For those in Lakeridge Health Oshawa only, anyone wishing a visit by the Retirees' Sick & Visiting Committee should call the Union Hall at 723-1187.

This applies to both active and retired members of Local 222.

CLASSIFIEDS

Canon AL-1-35 camera, flash & accessories $380, 1989 Celebrity $500, Weider gym $150, 95 watt Dean Markley amp includes guitar $350. Call: 905-571-1522

14' aluminum boat, 25 Johnson trolling motor, wood floor & deck, HD trailer, $1200. Call: 905-983-5356

Trisha Romance "Candlelight Stroll" unframed, $900 obo, Pioneer car stereo $200. Call: 905-728-3328

Green rod iron queen size bed with mattress, $400 obo. Call: 905-668-4153

Trisha Romance set of 3 "Sea Treasure, To the Beach, First Mate", framed, $1200. Call: 905-983-5843

12' Grumman aluminum boat with oars, like new, deep body, $650. Call: 705-748-2864

Sears 6" 8" jointer-planner comes with spare carbide blades & stand, $500 obo. Call: 905-983-9949

Ladies engagement ring, marquise cut, 1.31 ct, appraised at $8600 asking $3500. Call: 905-579-9500

Gravity exerciser, used 1 month, perfect condition, paid $200 asking $100. Call: 905-576-3658

Lego, 63 sets with instructions $250, Jiffy ice auger, 3 yrs old. Call: 905-434-8586

Admiral stove, black door, 30", like new. Call: 905-665-2163

Sewing machine, "Husky Star", many functions, attachments, case, excellent condition, paid $600 asking $200 obo, also rocking chair & baby items. Call: 905-728-2340

1999 14' Legend boat, deep v-hull, 1999 Mercury 15 hp 4-stroke, electric start, 1999 trailer, Eagle fish finder, like new $5895 obo. Call: 905-623-9156

Home gym York 2001, excellent condition $250. Call: 905-723-6983

Wood stove, wood rack & fireplace tools $300, sofa chair, yellow/brown plaid, good condition $20. Call: 905-728-2052

Polaroid camera still in box with manual, works great $30, Stanley smooth plane, length 9", cutter 2", $35. Call: 905-571-1161

Record player $35, records 45s & 78s $35 ea. Call: 905-728-4415

Pace trailer, used twice, 20' x 8', Tandem axle, white aluminum double rear door, 1-side door, immaculate, was $10,500 sell $8500. Call: 905-655-6218

1996 Jimmy, 4.3 Vortex, 133,872 km, CD, pw/pl/ac, 4x4, light green, HD trailer hitch, asking $15,000. Call: 905-723-2940

Old large GM 25 yr ring $700, Canadian Tire truck banks, Series I & II, silver millennium, gold millennium, 12 total, $1000, other trucks. Call: 905-623-2611

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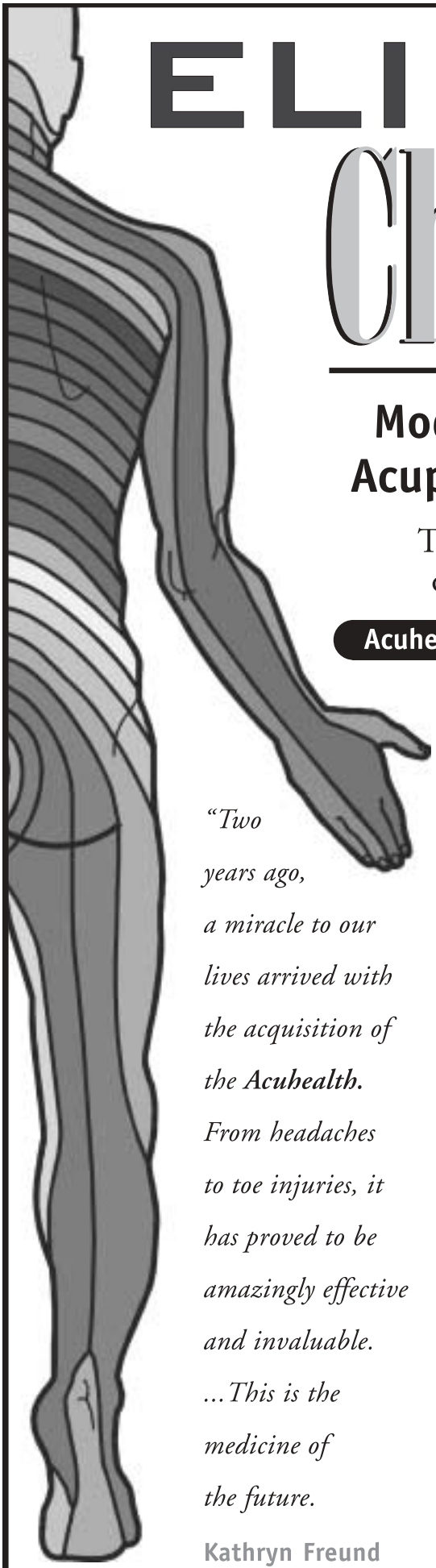

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1987 Chevrolet Astro van, good condition, 60,000 km on engine, runs great, $700 as is. Call: 905-668-8616

Golf clubs, mans RH 3-sw, 3 woods, steel shafts, $300, ladies RH 9-pcs, Graphite shafts $300. Call: 905-579-2190

First Communion dress, size 8, matching headpiece, purse, shoes, perfect condition, asking $150. Call: 905-571-7151

Oak bedroom set $500, 6-drawer dresser, night table, headboard, $150, antique cabinet $300, sewing machine with cabinet $250. Call: 905-728-4104

Graco Coach Rider stroller, excellent condition $100, Jolly Rider duo stretch front & rear, double stroller, $50. Call: 905-571-4859

Tables, snow blower, radial arm saw, tools, antique round pine table w/4 chairs, 1978 Chevy van like new, old lawnmowers. Call: 905-623-2622

Rossignol Energy STX ski boots, size 10 1/2, Head RX02 skis, 180 cm with Solomon 700 bindings, asking $150. Call: 905-579-6407

Tonneau cover '96 or newer, GM short box $130, 10" Sears radial arm saw, excellent condition $400, cement mixer $150. Call: 905-985-3069

Bluejay baseball cards, over 50,000, $250, large quality of other sports $100. Call: 905-723-5715

2-acre lot in subdivision of custom built homes, natural gas, well, GST included sell or trade toward income home. Call: 905-432-0033

Chevy parts; 1956 grill & lower bar, LH & RH front fenders, rear glass, Call: 905-571-3853 after 5 PM

Canaries: male & female, Craftsman 10" radial arm saw w/dual voltage $600 obo, hardly used. Call: 905-728-9181

Gun cabinet, wood, steel work bench, 110 volt motors, relays w/base, pot light, meggar tester, 1988 Cavalier as is, 24x80 mirror. Call: 905-725-8675

1992 Buick Regal, 238,000 km, $1100 as is. Call: 905-728-7757

Mattress pillow top double size sleep set, new, $650, dresser top white book shelf, downhill skis & boots, dining room hutch. Call: 905-723-1340

2-spd furnace motor, 1 yr old $90, dehumidifier never used $90. Call: 905-723-9229

Sun Mar electric composting toilet, brand new still in box, cost $1500 sell $1100 no tax, excellent for cottage. Call: 905-987-4757

Reese sway bar set-up w/o clamps $140, Swedish made professional 65cc-20" Poulan Pro chainsaw, almost new, excellent condition $375. Call: 905-721-2844

Apple wood ready cut, hay small bales, country lot 155 x 225, well, house, septic tank. Call: 905-623-2646

Maytag stand-up freezer, 5' tall, 5 yrs old, very good condition $325. Call: 905-753-1161

Springbok Super Pro 190 salmon boat, 19', 90 hp Johnson outboard, 15 hp Johnson trolling motor, fully rigged, $12,500, moving must sell. Call: 905-372-8899

York 2001 Universal with peck deck & leg curl attachment $350, Pro Form Series 5SE treadmill, $1000 new asking $750, old bottles, comic books. Call: 905-434-2681

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4 Nascar tickets for Michigan International Speedway, June 15, 2003, centre grandstand section 16 row 18 seats 17-20. Call: 905-433-7970

Washer $200, dryer $125, white stove $175, all in excellent condition. Call: 905-728-9203

Complete propane system for carbureted trucks & cars, track for drapes & venetian blinds, assorted motors for GM, alternators & starters. Call: 905-725-7249

2 interior unpainted doors 2' 6" x 6" 6", cream color kitchen suite, 2 sets vertical blinds 66" x 45", computer 7 printer. Call: 905-728-5459

Woman's Bulova watch, black face, diamond on the 12, list $400 asking $100, man's medium size wetsuit 2-pc $35. Call: 905-438-0314

2085 Ferguson tractor with loader & 7' snowplow blade $350. Call: 905-987-4954

Nice set of drums complete with symbols, blue finish, $350, older computer complete $25. Call: 905-438-0314

2000 short box ext cab aluminum running boards, full length, asking $150. Call: 905-579-3422

Ragged rugs; oval, round, 1/2 moon, rectangle, various colors & sizes, pet mats, baskets, casserole carriers, wreaths & materials. Call: 905-983-9110

Settlement House 2 Queen Ann chairs, cherry wood legs, flame stitch, rose pattern, burgundy/greens/gold, $1000 pr obo. Call: 905-985-8964

Motorola flip cell phone + $100, cellular pleated shade 52x65, ivory, $75, collector plates Redlin, Keirstead, Garrison, Russian Series, boxed, numbered. Call: 905-666-4333

Double recliner couch with fold down center table, cost $1300 sell $500, like new, multi color earth tones. Call: 905-665-0416

Nintendo 64 2 controllers, rumble pak, memory card, 5 games, $100 obo. Call: 905-571-3358

3-seater chesterfield & chair $150, bookshelf $50, Nintendo with 6 games $180, Brentwood rocking chair $25, buttoned back rocker $50. Call: 905-725-4058

Corvair parts, door panels, dash pad, grill, clutches, etc. $100. Call: 705-277-3612

Pentium 2 computer, 400 with 64 MB Ram, 6 GB hard drive, CD, floppy, 56K modem, keyboard, mouse, speakers, 15" monitor, $300. Call: 905-439-4789

Chain-link fence, single bookcase style headboard. Call: 905-623-5937

Magnus electric cord organ $75, boys skates size 6 1/2 $20, 12x12 rug $50. Call: 905-725-6608

Frigidaire fridge, stove & chest, Beaumark fridge, rocking chair. Call: 905-728-6740

Bissell carpet cleaner $65, Corvette bra 84-88 $50, 1974 911 Porsche $12,000, 25" console cabinet $25, ski boot 24.5 $30. Call: 905-404-0542

1993 Chevy S10 truck, 5-spd, blue, box liner, new catalytic converter, certified $ e-tested, great gas mileage, $3495. Call: 905-372-0393

Water cooler, 2 taps, works perfect $60, 15" rim tire, 5-hole, perfect spare $10, alternator fits Sable Taurus 87, hardly used, 90 amps $35. Call: 905-579-8948

Himalayan kittens, purebred, seal & blue point, first shots, vet checked $350. Call: 905-263-4149

John Deere 2 row corn planter, 3 p.h., like new $1000. Call: 905-263-2317

Sofa black with tiny beige dots, mint condition hardly used, shrink wrapped for delivery, will deliver, very stylish $200. Call: 905-725-1021

Weider home gym #8630 $350, black tube bunk bed $140, black & white chest of drawers/desk/bookcase $275, pressure washer. Call: 705-786-1299

1999 Travelaire 39.5 ft trailer, queen bed, front den, 2 sofa beds, oak cabinets, a/c, awning, deck, Gravenhurst KOA, $29,500. Call: 905-433-8708

King size mattress & box spring, A-1 condition. Call: 905-576-0375

1991 Polaris 340cc, light studs, carbides, excellent condition $1500, 1994 Polaris 600XLT, mint condition, carbides, studs, very fast $3000. Call: 905-985-0235

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1985 GMC Sierra pick-up, new tires, runs good, newer transmission with o/d, cap, needs paint, $1700 obo. Call: 905-623-0075

1967 Plymouth Valiant, original motor, $800, 1997 Golden Falcon 39', sleeps 8, 3-tip outs, includes dishes, bbq, patio furniture, $30,000. Call: 905-728-1316

Coffee & 2 end tables, oak color, glass tops, $150, kids maple bed, mattress, dresser, desk/chair $425, double bed, 2 dressers & mirror $300. Call: 905-725-4450

2001 Grand Prix GT, 3.1L, loaded, remote start, leather, p/sunroof, 4-dr. keyless entry, maintained every 5,000 km, security system. Call: 905-987-3072

Chip truck business, aluminum exterior, stainless steel interior, very clean, new paint, green & white, The King of Fries. Call: 905-720-0932

Microwave from the Bay, with stand, excellent working order $35. Call: 905-723-3923 after 5 PM

Double recliner chesterfield, also double reclining rocking loveseat. Call: 905-728-7550

1986 VW Jetta, 4-dr, 5-spd turbo diesel, 50 mpg+, needs new head, fair condition, good fixer upper, $500 as is. Call: 905-985-3206

60-gal electric water tank $175, 31" snow blower for riding lawn tractor $300 obo. Call: 705-277-3759

2 hp Evinrude outboard motor, excellent condition $250. Call: 905-720-2097

Excellent shape 30" stove, almond color, needs bottom element $125. Call: 905-436-9801

1999 Polaris Classic Touring 500cc $4800, excellent condition medium size fridge $100, basketball net, portable, cost $200 sell $100. Call: 905-579-0234

Honda motorcycle 1999, 900cc, CBR Fireblade, $7600, well kept, certified. Let's make a deal. Call: 905-576-5771

Thermal pane window, never used, 2 bikes man & ladies, all items reasonable. Call: 705-878-9757

6 hp Evinrude motor with 5-gal tank, good shape, 2 living room lamps, kitchen table with 4 wooden chairs. Call: 905-697-1324

Meat slicer $40, coffee percolator $10, blender $5, old postcards $10, book shelf clock $10, student desk with hutch $30. Call: 905-723-9000

1990 Ford Tempo, many new parts, runs great, e-tested, $600, stove & dryer, both work well, reasonable price. Call: 905-725-1937

Computer desk, black, brand new still in box, Sega machine with 32X plus over 100 games, 2-controllers. Call: 905-434-5463

Baby set fancy knitted $15, Thomas organ $300, man's knitted socks $6.50. Call: 905-725-9390

Parts for Old Calais, rear bumper for GM pick-up 1990 & up, set snow tires, all season P205-65-R15, rotors & drums. Call: 905-725-6072

Honda ATV snowplow $150, steel toolbox for S10 truck $50. Call: 905-404-1881

1991 Eagle Talon ESI, silver/black, 232,436 km, very fast, Sony Xplod stereo, only needs timing belt, must sell, asking $2500. Call: 905-697-2149

21' Fleetwood Mallard Featherlite, sleeps 6, 3-way fridge, 4-pc bath, awning, air, stove, 1-owner, used 1 season, immaculate, $17,000 obo. Call: 905-436-5827

Timbers, pine & spruce, all used in excellent condition, $65 for everything. Call: 905-668-6328

Craftsman snow blower, 4 hp, 21", 6 front & 2 rear gears, chains, excellent condition, electric start, asking $400 obo. Call: 905-723-3704

7 hp rotor tiller with 3-spd trans $400, compressor for painting cars $650, 10 hp B.S. motor $250, 150 hp NQS kit $400, will trade. Call: 705-799-7824

2000 snow blower used about 14 times, 10 hp, $625. Call: 905-720-0431

Mastercraft 14" chop saw model #55-6865-6, list price $250 will sell $150, like new, 15 amp, 120 volt, 3800 rpm. Call: 905-723-7229

Electric dryer, $50 firm. Call: 905-723-3828

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High efficiency oil water heater tank & burner, cost $1200 approx 5 yrs ago, converted to gas, $250 obo. Call: 905-436-2877

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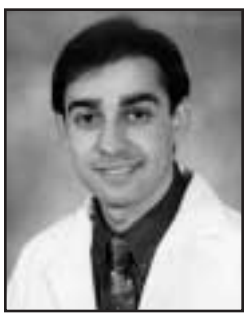

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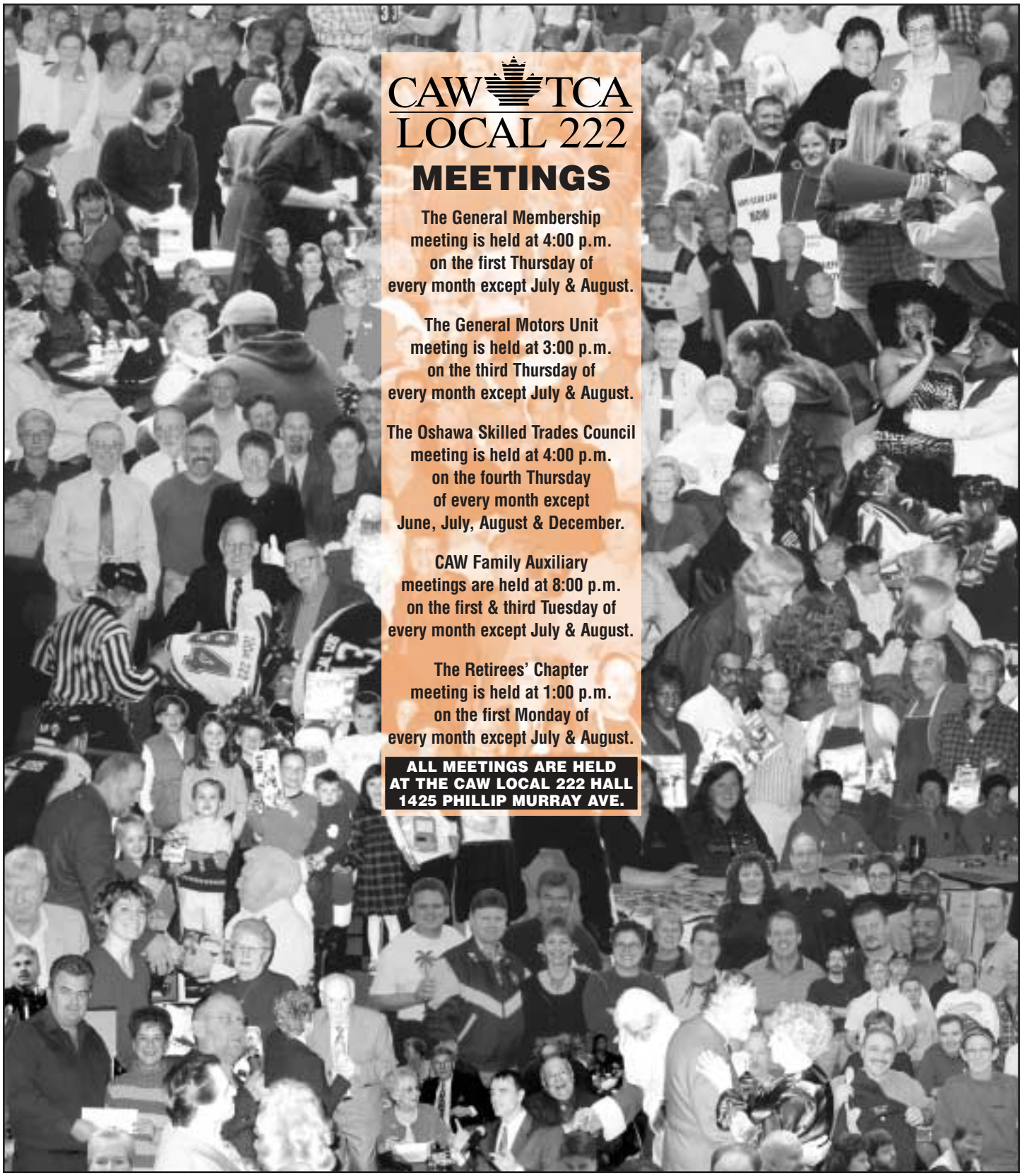

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LOCAL 222

MEETINGS

The General Membership meeting is held at 4:00 p.m. on the first Thursday of every month except July & August.

The General Motors Unit meeting is held at 3:00 p.m. on the third Thursday of every month except July & August.

The Oshawa Skilled Trades Council meeting is held at 4:00 p.m. on the fourth Thursday of every month except June, July, August & December.

CAW Family Auxiliary meetings are held at 8:00 p.m. on the first & third Tuesday of every month except July & August.

The Retirees' Chapter meeting is held at 1:00 p.m. on the first Monday of every month except July & August.

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